

Simon Lloyd D. Restubog, PhD

School of Labor and Employment Relations and Department of Psychology
University of Illinois at Urbana-Champaign
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PRESENT POSITION

August 2018 – present University of Illinois at Urbana-Champaign, IL, USA
*Full Professor, School of Labor and Employment Relations
and Department of Psychology (courtesy appointment)*

PREVIOUS POSITIONS

Professor of Management and Organizational Behavior (January 2019 – July 2023)
UQ Business School (fractional appointment)
University of Queensland, St. Lucia, QLD, Australia

Professor of Management and Organizational Behavior (January 2012 – July 2018)
Associate Professor of Management (research focused appointment, July 2010 – December 2011)
Research School of Management, Australian National University, Canberra, Australia

Deputy Director for Research (January 2012 – May 2014)
Research School of Management, Australian National University, Australia

Senior Lecturer in Management (equivalent to Advanced Assistant Professor, July 2008 – July 2010)
School of Management, Australian School of Business
The University of New South Wales, Sydney, Australia

Postdoctoral Research Fellow (February 2005 – June 2008)
Course Tutor and Research Assistant (2001, 2002, 2004)
McElwain School of Psychology, University of Queensland, Brisbane, Australia

Course Tutor (2004, 2005)
School of Management, Queensland University of Technology, Brisbane, Australia

Research and Assessment Director (1996 – 2000)
Training and Development Director (2000)
De La Salle University – College of Saint Benilde, Manila, Philippines

Instructor, Teacher Education Department (1995-1996)
Associate Lecturer, Department of Psychology (1994 – 1995)
De La Salle University, Manila, Philippines

EDUCATION

PhD Industrial/Organizational Psychology, University of Queensland, June 2005

PhD Counseling Psychology, De La Salle University
Completed 54 academic units or 18 subjects including practicum in counseling and
assessment
January 1997 – December 2000

MA	Education, major in Counseling Psychology (<i>With High Distinction</i>), De La Salle University, December 1996
BA/BS	Double Degree in Psychology and Education (<i>Cum Laude</i>), De La Salle University, March 1994

HONORS, AWARDS AND SCHOLARSHIPS

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| 2024 | <ul style="list-style-type: none"> ▪ <i>Nominated for the 2024 Award for Most Responsible Research in Business and Management (sponsored by the Ross School of Business, University of Michigan)</i> |
| 2023 | <ul style="list-style-type: none"> ▪ <i>Fellow, Association for Psychological Science</i> ▪ <i>Phillips and Nadkarni Award for Best Paper on Diversity and Cognition, Academy of Management – Managerial & Organizational Cognitions Division</i> ▪ <i>Visiting International Scholar Award (VISA, Macquarie University), A\$10,000</i> ▪ <i>List of Teachers Ranked as Excellent by their Students (LER557 HR Theory, LER562 HR Planning and Staffing, Fall 2022).</i> ▪ <i>Nominated for the Faculty Teaching Excellence Award, LER</i> ▪ <i>List of the world's top 2% researchers across disciplines in 2022 (Ioannidis, 2023)</i> |
| 2022 | <ul style="list-style-type: none"> ▪ <i>Best Paper Award, European Academy of Management – HRM/OB track</i> ▪ <i>Nominated for the Faculty Teaching Excellence Award, LER</i> ▪ <i>List of the world's top 2% researchers across disciplines in 2022 (Ioannidis, 2022)</i> |
| 2021 | <ul style="list-style-type: none"> ▪ <i>List of Teachers Ranked as Excellent by their Students (LER557 HR Theory, Spring 2021)</i> ▪ <i>List of the world's top 2% researchers across disciplines in 2020 (Baas, Boyack, & Ionnidis, 2021)</i> |
| 2020 | <ul style="list-style-type: none"> ▪ <i>List of Teachers Ranked as Excellent by their Students (LER590 CMT Career Management, Fall 2020, Top10%)</i> ▪ <i>Nominated for the Faculty Teaching Excellence Award, LER</i> ▪ <i>List of the world's top 2% researchers across disciplines in 2019 (Ionnidis, Bovack & Bass, 2020)</i> |
| 2019 | <ul style="list-style-type: none"> ▪ <i>Faculty Fellow, Illinois Leadership Center (\$2,500)</i> ▪ <i>List of Teachers Ranked as Excellent by their Students (LER562 HR Planning and Staffing, LER590 CMT Career Management, Fall 2019)</i> ▪ <i>List of Teachers Ranked as Excellent by their Students (LER562 HR Planning and Staffing, Spring 2019)</i> |
| 2018 | <ul style="list-style-type: none"> ▪ <i>Faculty Fellow, Illinois Leadership Center (\$2,500)</i> |
| 2017 | <ul style="list-style-type: none"> ▪ <i>Finalist, Annual Meeting of the Academy of Management – Careers Division's Michael Driver Best Applied Paper Award.</i> ▪ <i>Best OB Paper Award, Australian-New Zealand Academy of Management</i> |
| 2015 | <ul style="list-style-type: none"> ▪ <i>Best Micro Paper, Group & Organization Management</i> |
| 2013 | <ul style="list-style-type: none"> ▪ <i>Best Paper Finalist, Annual Meeting of the U.S. Academy of Management (Careers Division)</i> |
| 2012 | <ul style="list-style-type: none"> ▪ <i>Best Paper Finalist, Annual Meeting of the U.S. Academy of Management (Managerial and Organizational Cognition Division)</i> ▪ <i>ANU - College of Business & Economics Award for Excellence in Research Supervision</i> |
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- 2011
 - *Best Paper Award, Annual Meeting of the U.S. Academy of Management (Social Issues in Management Division)* (only about 1-2% are nominated and selected for the Best Paper Award)
 - *Best Paper Prize, Australian Industrial/Organizational Psychology* (only about 10% from the total accepted papers were selected for the Best Paper Prize)
 - *ANU Student Award for Top Supervisors* (one of the three academics in the Research School of Management who received this award)
 - 2009
 - *Research Achievement Award* (for non-professorial staff), Australian School of Business, The University of New South Wales (one of the four academic staff across the nine schools of the Australian School of Business were given this award; I was the sole recipient in the School of Organization & Management; the award was based on outstanding achievement in research)
 - 2008
 - *University of Queensland International Travel Award for Collaborative Research*
 - 2007
 - *Best Paper Award, Annual Meeting of the U.S. Academy of Management (Organizational Change and Development Division)* (only about 1-2% are nominated and selected for the Best Competitive Paper Award)
 - 2006
 - *The University of Queensland Postdoctoral Research Fellowship* (2006 – 2008) (Awarded to top early career researchers of exceptional research potential)
 - 2005
 - *The Academy of Management Board of Governors Small Scholarship* (This scholarship was awarded to approximately 2% of non-US scholars whose papers received very high ratings by reviewers)
 - *International Scholarship Fund* awarded by the Academy of Management – Organizational Behavior Division
 - 2004
 - *Recipient of the Stella Annandale Bequest* (\$750)
 - 2001
 - *Commonwealth's International Postgraduate Scholarship* (2001-2005) (Awarded to outstanding international research higher degree students; with a 10-12% success rate)
 - *University of Queensland International Postgraduate Research Scholarship* (2001-2005)
 - 1999
 - *High Distinction* in the Masters' program (Awarded to graduating students with a Cumulative Grade Point Average of at least 3.80 out of 4.00, and with no grade below 3.0 or very good)
 - 1994
 - *Cum Laude* in Bachelor's double degree program; Ranked 1st among psychology and education graduates (Awarded to graduating students with a Cumulative Grade Point Average between 3.40 – 3.59 out of 4.00 with no grade below 2.0 or satisfactory)
 - *Outstanding Student-Teacher Award* (This award is granted for teaching excellence as a teacher-intern)
 - *The Outstanding Young Man Award* (Awarded in recognition of his academic excellence, student leadership, personal integrity, and community service)
 - *Most Outstanding Student of the College of Education* (Awarded in recognition of his academic excellence and student leadership in the College of Education)
 - 1990
 - *Consistent Dean's Lister* (1990 – 1994)
 - *De La Salle University Scholarship* (1990 - 1994)

VISITING POSITIONS

- 2023
 - *Distinguished Research Speaker, Asper School of Business, University of Manitoba, Canada* (April, 2023)
 - 2022
 - *Distinguished Research Speaker, School of Management, RMIT University, Australia* (June, 2022)
 - 2019
 - *Distinguished Visiting Scholar/Speaker, School of Management, University of Canberra, Australia* (June 2019)
 - *Distinguished Visiting Scholar/Speaker, Department of Management, Macquarie University Business School, Australia* (July 2019)
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- 2017
 - *Visiting Professorial Research Fellow*, University of New South Wales, Australian School of Business (January 2017)
 - *Visiting Scholar*, University of Minnesota, Carlson School of Management, USA (July-October)
 - *Visiting Scholar*, Oregon State University, College of Business, USA (August 14- 18)
 - *Visiting Scholar*, University of Manitoba, Asper School of Business (September 17- 22)
 - *Visiting Scholar*, University of Bern, Institute of Psychology, Switzerland (late October to mid-November)
 - *Visiting Scholar*, University of Giessen, Germany (mid- to late November)
 - 2016
 - *Visiting Scholar*, University of Manitoba, Asper School of Business, Canada (July 2016)
 - 2015
 - *Distinguished Visiting Professor*, De La Salle University, Department of Psychology, Philippines (January)
 - 2013
 - *Visiting Scholar*, University of British Columbia, Sauder School of Business, Canada (August – December)
 - *Visiting Scholar*, University of Houston, Department of Psychology, USA (October)
 - 2011
 - *Visiting Senior Research Fellow*, University of New South Wales, Australian School of Business, Sydney, Australia
 - 2010
 - *Visiting Professor*, South China University of Technology, School of Management, China (June)
 - 2008
 - *Visiting Research Fellow*, University of Dayton, Department of Management and Marketing, USA (May)
 - *Visiting Research Fellow*, Clemson University, Department of Management, USA (April)

COMPETITIVE RESEARCH GRANTS AND CONTRACTS FUNDED

Successful National/International Competitive Research Grants

1. Zhu, L., Aquino, K., & **Restubog, S. L. D.** (2018-2023). *Moral identity symbolization in organizations: Mechanisms and consequences*. Social Sciences and Humanities Research Council of Canada – Insight Grant. Total funding: C\$138,350.
 2. Chen, Z. G. W., De Cieri, H., Jack, G., Kiazad, K., Eva, N., Ilies, R., **Restubog, S. L. D.**, Liden, R., & Muhr, S. L. (2018-2020). *Multidisciplinary international network on thriving*. Monash University – Monash Business School International Networks of Excellence - Grant Scheme. Total funding: A\$298,000.
 3. Kiazad, K., **Restubog, S. L. D.**, Capezio, A., Hom, P., Holtom, B., & Lee, T. (2017-2019). *Strengthening Australia's science workforce: A job embeddedness perspective*. DP170101514. Australian Research Council – Discovery Scheme. Total funding: A\$172,685.
 4. Keating, B., Goecke, R., Gregor, S., Campbell, J., Roberts, D., Haller, A., **Restubog, S. L. D.**, & Leitch, S. (2017-2019). *Preventing railway suicide: An open systems perspective*. LP160100910. Australian Research Council – Linkage Scheme. Total funding: A\$450,000 (plus A\$360,000 contribution from Sydney Trains and Track Safe Foundation).
 5. **Restubog, S. L. D.**, Kiazad, K., Aquino, K., Zagenczyk, T. J., & Scott, K. L. (2015 – 2017). *To step-in or to stand-by: Third party responses to abusive supervision*. DP150100545. Australian Research Council – Discovery Scheme. Total funding: A\$145,300.
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6. Li, M., **Restubog, S. L. D.**, Yang, Z., & Zhang, C. (2015-2018). *Relationships among organizational commitment, union commitment and career commitment and workplace behaviors of Chinese graduates*. National Natural Science Foundation of China. Total funding: RMB 580,000.
 7. Li, M., **Restubog, S. L. D.**, Yang, Z., & Zhang, C. (2015-2017). *A multi-level model on the relationship between labour relations climate and union commitment*. Social Science Foundation of Ministry of Education of the People's Republic of China. Total funding: RMB 100,000.
 8. **Restubog, S. L. D.**, Bordia, P., & Bordia, S. (2013 – 2015). *Understanding career persistence: Integrating socio-cognitive and psychological contract perspectives*. DP130104138. Australian Research Council – Discovery Scheme. Total funding: A\$248,374.
 9. **Restubog, S. L. D.**, Chan-Serafin, S., & Bainbridge, H. (2010 - 2012). *The high cost of bad bosses: Reactions of employees, co-workers, and employees' partners to abusive supervision*. DP1094023. Australian Research Council – Discovery Scheme. Total funding: A\$200,000.
 10. Rafferty, A. A., & **Restubog, S. L. D.** (2009 – 2011). *The two faces of leadership: Constructive and destructive leadership and their consequences on employees*. DP0984209. Australian Research Council – Discovery Scheme. Total funding: A\$120,000.
 11. Jimmieson, N. L., **Restubog, S. L. D.**, & Sutton, G. (2008 – 2010). *Promoting high-performing multidisciplinary healthcare teams: An examination of the antecedents and consequences of psychological safety*. Australian Research Council – Linkage Scheme. Total funding: A\$218,000 (plus A\$114,000 partner organization contributions and Australian Postgraduate Award/Scholarship - Industry).

External Commercial/Industry Research Grants

- 2017 **Restubog, S. L. D.**, Wang, L., Chih, Y. Y., & Lu, V. *An evaluation of the communication strategy for the Australian Defense*. Contentgroup. Total funding: A\$50,000.
- 2006 Jimmieson, N. L. & **Restubog, S. L. D.** (2006). *Development of a taxonomy of behavioral markers for high-performing health care teams*. Clinical Practice Improvement Center, Queensland Health. Total funding: A\$28,255.

University Competitive Grants

- 2021 **Restubog, S. L. D.**, He, Y., & Deen, C. (April 2021). *Coming to light: Fear of career consequences and disclosure of intimate partner aggression at work*. Campus Research Board, University of Illinois at Urbana-Champaign. Amount funded: \$13,500.
- 2016 **Restubog, S. L. D.**, Gregor, S., Campbell, J., Gedeon, T., & Meng, X. *Establishing a multi-person behavioral laboratory for the College of Business & Economics*. Major Equipment Grant. Total funding: A\$115,000.

Internal Grants

- 2017 Petelczyc, C., **Restubog, S. L. D.**, & Capezio, A. *Play and negotiation*. Paid Participant Research Grant Scheme. Total funding: A\$2,500.
 - 2015 **Restubog, S. L. D.** (2015-2016). *When customer mistreatment backfires: The role of customer blame attributions in predicting customer-directed behaviors and negative word of*
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- mouth*. CBE Research School Grant. Total funding: A\$14,854.55.
- 2014 **Restubog, S. L. D.** (2014-2015). *Customers behaving badly: Consequences of customer mistreatment in service organizations*. CBE Research School Grant. Total funding: A\$9,259.
- 2013 **Restubog, S. L. D.** (2013-2014). *The role of proactive personality and procedural justice climate in predicting responses to abusive supervision: An approach-avoidance perspective*. CBE Research School Grant. Total funding: AU\$9,759.38.
- 2012 **Restubog, S. L. D.** (2012-2013). *Does self-love lead to supervisor abuse? Moderating roles of subordinates' performance and disagreeableness in predicting subordinates' perceptions of abusive supervision*. CBE Research School Grant. Total funding: A\$9,000.
- 2011 **Restubog, S. L. D.** (2011-2012). *Why employees remain silent: Understanding the antecedents, mediating and moderating mechanisms of abusive supervision*. CBE Research School Grant. Total funding: A\$9,000.
- 2010 **Restubog, S. L. D.** (2010). *Antecedents, mediating and moderating mechanisms and outcomes of abusive supervision in organizations*. Australian School of Business Research Grant. Total funding: A\$30,000.
- 2009 Cugin, J., **Restubog, S. L. D.**, & Ramburuth, P. (2009). *Student psychological contracts in business higher degree research education: Formation and consequences of contract breach*. Learning and Teaching Initiative. Total funding: A\$10,235.
- 2008 **Restubog, S. L. D.** (2009). *Employees behaving badly: The compensatory roles of procedural justice climate and self-control in minimizing negative responses to psychological contract breach*. UNSW – ASB Special Research Grant. Total funding: A\$9,000.
- 2007 **Restubog, S. L. D.** (2007 - 2008). *Linking psychological contract breach and workplace deviant behaviors. An interactionist perspective*. Early Career Research Grant, The University of Queensland. Total funding: A\$16,000.
- Restubog, S. L. D.** (2007). *Psychological contracts and social networks*. University of Queensland Travel Award for International Collaborative Research. Total funding: A\$3,600.
- 2006 **Restubog, S. L. D.** (2006 – 2008). *Normative psychological contracts: A cross-cultural analysis*. UQ Postdoctoral Research Fellowship Grant [Awarded by the Office of the Deputy Vice Chancellor for Research], The University of Queensland. Total funding: A\$20,000.

RESEARCH AND PUBLICATIONS

[Total citations: 13,144 (Google Scholar); h-index = 57; i10-index = 103]

My core research interests include: a) dark side of human behavior, b) employment relationships and the future of work, and c) career development and career experiences of the vulnerable workforce.

Refereed Journal Articles (graduate/honors and student co-authors [upon submission] are underlined), † junior faculty co-authors)

Dark Side of Human Behavior

1. Lopez-Alvarez, G., Cardador, M. T., & **Restubog, S. L. D.** (in press). Do women perceive incivility from men as selective? Examining main effects, coping responses, and boundary conditions. *Human Resource Management*. (Financial Times 50)
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*** 2023 Phillips and Nadkarni Award for Best Paper on Diversity and Cognition ***

2. Lagios, C., Stinglhamber, F., **Restubog, S. L. D.**, Lagios, N., Brisson, N., & Caesens, G. (in press). When organizational dehumanization hits home: Short scale validation and test of a spillover-crossover model. *Journal of Occupational and Organizational Psychology*. [second and third authors contributed equally]
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.
4. Collins, M.[†], Dasborough, Gregg, H. R., Xu, C., Deen, C. M., He, Y., **Restubog, S. L. D.** (2023). Traversing the storm: An interdisciplinary review of crisis leadership. *Leadership Quarterly*, *34*, 101661.
5. Schilpzand, P., **Restubog, S. L. D.**, & Chen, Y. (2023). Sick on the day of the interview? Effects of presenteeism on selection outcomes and the moderating role of raters' perspective taking. *Journal of Organizational Behavior*, *44*, 936-956.
6. Amarnani, R.[†], **Restubog, S. L. D.**, Shao, R., Cheng, D.[†], & Bordia, P. (2022). A self-verification perspective on customer mistreatment and customer-directed organizational citizenship behaviors. *Journal of Organizational Behavior*, *43*, 912-931.
7. Gregg, H. R., **Restubog, S. L. D.**, Dasborough, M., Xu, Changmeng, Deen, C. M., & He, Y. (2022). When disaster strikes! An interdisciplinary review of disasters and their organizational consequences. *Journal of Management*, *48*, 1382-1429. [Fourth, fifth and sixth authors contributed equally] (Financial Times 50¹)
8. van Jaarsveld, D., Walker, D.[†], **Restubog, S. L. D.**, Skarlicki, D., Chen, Y., & Fricke, P. (2021). Unpacking the relationship between customer (in)justice and employee turnover outcomes: Can fair supervisor treatment reduce employees' emotional turmoil? *Journal of Service Research*, *24*, 301-319.
9. Collins, M.[†], & **Restubog, S. L. D.** (2021). The effect of trait anger and impulsiveness on ethical leadership and support for organizational change. *Journal of Research in Personality*, *91*, 104072.
10. Ocampo, M. C., Wang, L., Kiazad, K., **Restubog, S. L. D.**, & Ashkanasy, N. (2020). The relentless pursuit of perfectionism: A review of perfectionism in the workplace and an agenda for future research. *Journal of Organizational Behavior*, *41*, 144-168.
11. Zhu, L.[†], **Restubog, S. L. D.**, Leavitt, K., Zhou, L., & Wang, M. (2020). Lead the horse to water, but don't make him drink: The effects of moral identity symbolization on co-worker behavior depend on perceptions of proselytization. *Organizational Behavior & Human Decision Processes*, *156*, 53-68. (Financial Times 50)
12. Sheppard, L. D.[†], O'Reilly, J., van Dijke, M., **Restubog, S. L. D.**, & Aquino, K. (2020). The stress-relieving benefits of positively-experienced social sexual behavior in the workplace. *Organizational Behavior & Human Decision Processes*, *156*, 38-52. (Financial Times 50)
13. Amarnani, R.[†], **Restubog, S. L. D.**, Bordia, P., & Abbasi, A. (2019). Age as double-edged sword

¹ The Financial Times 50 list represents the world's top management and commerce journals and is used by the Financial Times in compiling a Business School's research rank. It is widely regarded as the international "gold standard" for commerce and management research.

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- among victims of customer mistreatment: A self-esteem threat perspective. *Human Resource Management*, 58, 285-299. (Financial Times 50)
14. Cheng, D.[†], Amarnani, R.[†], Le, T., & **Restubog S. L. D.** (2019). Laughter is (powerful) medicine: The effects of humor exposure on the well-being of victims of aggression. *Journal of Business & Psychology*, 34, 389-402.
 15. Amarnani, R.[†], Bordia, P., & **Restubog, S. L. D.** (2019). Beyond tit-for-tat: Theorizing divergent employee reactions to customer mistreatment. *Group & Organization Management*, 44, 687-717.
 16. Yeo, G., Andrei, D.[†], Hall, S. E.[†], Tang, R. L., & **Restubog, S. L. D.** (2019). We do not exist in a vacuum! Cross-level effects of trait and affect and group affective properties on individual performance. *Journal of Vocational Behavior*, 112, 325-343.
 17. Garcia, P. R. J. M., **Restubog, S. L. D.**, Lu, V. N., Amarnani, R.[†], Wang, L., & Capezio, A. (2019). Attributions of blame for customer mistreatment: Implications for employees' service performance and customers' negative word of mouth. *Journal of Vocational Behavior*, 110, 203-213.
 18. Wang, L., **Restubog, S. L. D.**, Shao, J., Lu, V., & van Kleef, G. (2018). Does anger expression help or harm leader effectiveness? The role of competence-based versus integrity-based violations and abusive supervision. *Academy of Management Journal*, 61, 1050-1072. (Financial Times 50)
 19. Petelczyc, C. A., Capezio, A., Wang, L., **Restubog, S. L. D.**, & Aquino, K. (2018). Play at work: An integrative review and an agenda for future research. *Journal of Management*, 44, 161-190. (Financial Times 50)
- *** *Featured in Association for Psychological Science* ***
20. Capezio, A., Wang, L., **Restubog, S. L. D.**, Garcia, P. R. J. M., & Lu, V. (2017). To flatter or to assert: Gendered reactions to Machiavellian leaders. *Journal of Business Ethics*, 141, 1-11. (Financial Times 50)
 21. Kiewitz, C., **Restubog, S. L. D.**, Shoss, M., Garcia, P., & Tang, R. L. (2016). Suffering in silence: The role of fear and assertiveness in the relationship between abusive supervision and silence. *Journal of Applied Psychology*, 101, 731-742. [First and second authors contributed equally, thus they are co-first authors] (Financial Times 50)
 22. Garcia, P.R. J. M., Wang, L., Lu, V., Kiazad, K., & **Restubog, S.L.D.** (2015). When victims become culprits: The role of subordinates' neuroticism in the relationship between abusive supervision and workplace deviance. *Personality and Individual Differences*, 72, 225-229.
 23. van Jaarsveld, D., **Restubog, S. L. D.**, Walker, D.[†], & Amarnani, R. (2015). Misbehaving customers: Understanding and managing customer injustice in service organizations. *Organizational Dynamics*, 44, 273-280.
 24. Vogel, R.[†], Mitchell, M. S., Tepper, B. J., **Restubog, S. L. D.**, Hu, C., & Hua, W. (2015). A cross-cultural examination of subordinates' perceptions of and reactions to abusive supervision. *Journal of Organizational Behavior*, 36, 720-745.
 25. Garcia, P. R. J. M., **Restubog, S. L. D.**, Kiewitz, C., Scott, K. L., & Tang, R. L. (2014). Roots run deep: Investigating mediating mechanisms between history of family aggression and abusive supervision. *Journal of Applied Psychology*, 99, 883-897. (Financial Times 50)
 26. Bordia, P., Kiazad, K., **Restubog, S. L. D.**, DiFonzo, N., Stenson, N., & Tang, R. L. (2014). Rumor as revenge in the workplace. *Group & Organization Management*, 39, 363-388.
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*** 2014 Best Micro Paper in Group & Organization Management ***

27. Scott, K. L.[†], **Restubog, S. L. D.**, & Zagenczyk, T. J. (2013). A social exchange-based model of the antecedents of workplace exclusion. *Journal of Applied Psychology*, 98, 37-48. (Financial Times 50)
28. Shoss, M., Eisenberger, R., **Restubog, S. L. D.**, & Zagenczyk, T. J. (2013). Blaming the organization for abusive supervision: The roles of perceived organizational support and supervisor's organizational embodiment. *Journal of Applied Psychology*, 98, 158-168. (Financial Times 50)
29. Penhaligon, N., Louis, W., & **Restubog, S. L. D.** (2013). Feeling left out: The mediating role of perceived rejection on workgroup mistreatment and affective, behavioral and organizational outcomes and the moderating role of organizational norms. *Journal of Applied Social Psychology*, 43, 480-497.
30. Kiewitz, C., **Restubog, S. L. D.**, Zagenczyk, T. J., Scott, K. L.[†], Garcia, P. R. J. M., & Tang, R. L. (2012). Sins of the parents: Self-control as a buffer between supervisors' previous experience of family undermining and subordinates' perceptions of abusive supervision. *Leadership Quarterly*, 23, 869-882. [first and second authors contributed equally, thus they are co-first authors]
31. Rafferty, A. E., & **Restubog, S. L. D.** (2011). The influence of abusive supervisors on followers' organizational citizenship behaviors: The hidden costs of abusive supervision. *British Journal of Management*, 22, 270-285.
32. **Restubog, S. L. D.**, Scott, K. L.[†], & Zagenczyk, T. J. [†](2011). When distress hits home: The role of contextual factors and psychological distress in predicting employees' responses to abusive supervision. *Journal of Applied Psychology*, 96, 713-729. (Financial Times 50)

*** Featured in I/O at work. <http://www.ioatwork.com/io-at-work-the-movie/> ***

33. **Restubog, S. L. D.**, Garcia, P. R. J. M., Toledano, L., Amarnani, R., Tolentino, L., & Tang, R. L. (2011). Yielding to (cyber)-temptation: Exploring the buffering role of self-control in the relationship between organizational justice and cyber-loafing behavior in the workplace. *Journal of Research in Personality*, 45, 247-251.

*** Best Paper Prize, 2011 Australian Industrial/Organizational Psychology Conference ***

34. **Restubog, S. L. D.**, Garcia, P. R. J. M., Wang, L.[†], & Cheng, D. (2010). It's all about control: The role of self-control in buffering the effects of negative reciprocity beliefs and trait anger on workplace deviance. *Journal of Research in Personality*, 44, 655-660.
 35. Kiazad, K.[†], **Restubog, S. L. D.**, Zagenczyk, T.[†], & Kiewitz, C., & Tang, R. L. (2010). In pursuit of power: The role of authoritarian leadership in the relationship between supervisors' Machiavellianism and subordinates' perceptions of abusive supervision. *Journal of Research in Personality*, 44, 512-519. [first and second authors contributed equally, thus they share the first authorship]
 36. Garcia, P. R. J. M., **Restubog, S. L. D.**, & Denson, T. (2010). The moderating role of prior exposure to aggressive home culture in the relationship between negative reciprocity and aggression. *Journal of Research in Personality*, 44, 380-385.
 37. Loh, M. I.[†], **Restubog, S. L. D.**, & Zagenczyk, T. J.[†](2010). Consequences of workplace bullying on employee identification and satisfaction among Australian and Singaporean employees.
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Journal of Cross-Cultural Psychology, 41, 236-252. [first and second authors contributed equally, thus they are co-first authors]

Featured in Sidle, S. D. (2010). Research Brief: Eye of the beholder: Does culture shape perceptions of workplace bullying? The Academy of Management Perspectives, 24, 100-101.

38. Rafferty, A. E., **Restubog, S. L. D.**, & Jimmieson, N. (2010). Losing sleep: An examination of the cascading effects of abusive supervision and moderators of relationships. *Work and Stress*, 24, 36-55.
39. Penhaligon, N., Louis, W., & **Restubog, S. L. D.** (2009). Emotional anguish at work: The mediating role of perceived rejection on workgroup mistreatment and affective outcomes. *Journal of Occupational Health Psychology*, 14, 34-45. [authors contributed equally]
40. Hobman, E. V., **Restubog, S. L. D.**, Bordia, P., & Tang, R. L. (2009). Abusive supervision in advising relationships: Investigating the role of social support. *Applied Psychology: An International Review*, 58, 233-256.

Employment Relationships and Future of Work

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 49. Bordia, P., **Restubog, S. L. D.**, Bordia, S., & Tang, R. L. (2017). Effects of resource availability on social exchange relationships: The case of employee psychological contract obligations.
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55. **Restubog, S. L. D.**, Zagenczyk, T. J., Bordia, P., & Tang, R. L. (2013). When employees behave badly: The roles of contract importance and workplace familism in predicting negative reactions to psychological contract breach. *Journal of Applied Social Psychology*, 43, 673-686.
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- *** *Best Paper, U.S. Academy of Management Conference (Organizational Change Division)* ***
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 70. **Restubog, S. L. D.**, & Bordia, P. (2006). Workplace familism and psychological contract breach in the Philippines. *Applied Psychology: An International Review*, 55, 563-585.
 71. **Restubog, S. L. D.**, Bordia, P., & Tang, R. L. (2006). Effects of psychological contract breach on performance of IT employees: The mediating role of affective commitment. *Journal of Occupational and Organizational Psychology*, 79, 299-306.

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****Editor's Choice Research Report****
 *** *Nominated for the 2024 Award for Most Responsible Research* ***
 in *Business and Management*

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75. Chan-Serafin, S., Sanders, K., Wang, L., **Restubog, S. L. D.** (2023). The adoption of human resource practices to support employees affected by intimate partner violence: Women representation in leadership matters. *Human Resource Management*, 62, 745-764. (Financial Times 50)
76. Ocampo, A. C.†, **Restubog, S. L. D.**, Wang, L., Garcia, P. R. J. M., & Tang, R. L. (2022). Home and away: How career adaptability and cultural intelligence facilitate international migrant workers' adjustment. *Journal of Vocational Behavior*, 138, 103759.
- *** *Best Paper Award, 2022 European Academy of Management – HRM/OB Track* ***
77. Amarnani, R. †, Howard, E. C., **Restubog, S. L. D.**, & To, M. L.† (2022). How are career adaptable customer-oriented employees treated? Examining career-situated factors that reduce customer mistreatment. *Journal of Vocational Behavior*, 136, 103740.
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79. Deen, C. M., **Restubog, S. L. D.**, Chen, Y., Garcia, P. R. J. M., He, Y., & Cayayan, P. L. T.† (2021). To engage or quit: Work consequences of intimate partner aggression and the buffering role of career adaptability. *Journal of Vocational Behavior*, 131, 103641.
80. Amarnani, R. †, **Restubog, S. L. D.**, Bordia, P., & Bordia, S. (2021). Savvy investments or formative endowments? Disentangling causal direction in the association between self-efficacy and parental support in STEM university students. *Journal of Counseling Psychology*, 68, 719-729.
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82. Datu, J. D.† & **Restubog, S. L. D.** (2020). The emotional pay-off of staying gritty: Linking grit with socio-emotional learning and emotional well-being. *British Journal of Guidance and Counseling*, 48, 697-708.
83. Amarnani, R., Lajom, J., **Restubog, S. L. D.**, & Capezio, A. (2020). Consumed by obsession: Career adaptability and the performance consequences of passion. *Human Relations*, 73, 811-836. (Financial Times 50)
84. Ocampo, A. C. G., Lopez-Reyes, M., Chen, Y., **Restubog, S. L. D.**, Chih, Y. Y., Chua-Garcia, L., & Guan, P. (2020). The role of internship participation and conscientiousness in developing career adaptability: A five-wave growth mixture model analysis. *Journal of Vocational Behavior*, 120, 103426.
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- *** *One of the top cited articles in the Journal of Vocational Behavior* ***
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87. Garcia, P. R. J. M., **Restubog, S. L. D.**, Ocampo, A. C., Wang, L., & Tang, R. L. (2019). Role modelling as a socialization mechanism in the transmission of career adaptability across generations. *Journal of Vocational Behavior*, *111*, 39-48.
88. Ocampo, A. C., **Restubog, S. L. D.**, Liwag, M. E., Wang, L., & Petelczyc, C. (2018). My spouse is my strength: Interactive effects of perceived organizational support and spousal support in predicting career adaptability and career success. *Journal of Vocational Behavior*, *108*, 165-177. [First and second authors contributed equally, thus they are co-first authors]
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93. Tolentino, L., Garcia, P. R. J. M., **Restubog, S. L. D.**, Scott, K. L., & Aquino, K. (2017). Does domestic intimate partner aggression impact women's career outcomes? The role of perceived organizational support. *Human Resource Management*, *56*, 593-611. [Second and third authors contributed equally] (Financial Times 50)
- *** **Best Paper Award, U.S. Academy of Management Conference (Social Issues in Management Division) *****
94. Guan, M., Capezio, A., **Restubog, S. L. D.**, Read, S., Lajom, J., & Li, M. (2016). The role of traditionality in the relationships among parental support, career decision-making self-efficacy, and career adaptability. *Journal of Vocational Behavior*, *94*, 114-123. [First, second and third authors contributed equally, thus they are co-first authors]
95. Garcia, P. R. J. M., **Restubog, S. L. D.**, Bordia, P., Bordia, S., & Roxas, R. E. (2015). Career optimism: The roles of contextual support and career decision making self-efficacy. *Journal of Vocational Behavior*, *88*, 10-18.
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97. Sibunruang, H., Capezio, A. †, & **Restubog, S. L. D.** (2015). In pursuit of success: The differential moderating effects of political skill on the relationships among career-related psychological needs and ingratiation. *Journal of Career Assessment*, *23*, 336-348.
98. Yu, K. †, Kim, S. †, & **Restubog, S. L. D.** (2015). Transnational contexts for professional identity development in accounting. *Organization Studies*, *36*, 1577-1597. (Financial Times 50)
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99. Tolentino, L. R., Sedoglavich, V. †, Lu, V. †, Garcia, P. R. J. M., & **Restubog, S. L. D.** (2014). The role of career adaptability in predicting entrepreneurial intentions: A moderated mediation model.

*** *Most Downloaded Journal of Vocational Behavior articles* ***

100. Tolentino, L., Garcia, P. R. J. M., Lu, V. †, **Restubog, S. L. D.**, Bordia, P., & Plewa, C. (2014). Career adaptation: The relation of adaptability to goal orientation, proactive personality, and career optimism. *Journal of Vocational Behavior*, *84*, 39-48.
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103. Garcia, P. R. J. M., **Restubog, S. L. D.**, Toledano, L. S., Tolentino, L. R., & Rafferty, A. E. (2012). Differential moderating effects of student and parent-rated support in the relationship between learning goal orientation and career decision-making self-efficacy. *Journal of Career Assessment*, *77*, 186-95.
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Other Publications (mentoring junior colleagues/students outside of my core research areas)

105. Chih, Y. Y. †, Kiazad, K., Cheng, D. †, Emamirad, E., & **Restubog, S. L. D.** (2018). Why do construction workers stay? The interactive effects of supportive leadership and top management team's charismatic vision in predicting worker retention. *Journal of Construction & Engineering Management*, *144*, 04018095.
106. Chih, Y. Y. †, Kiazad, K., Li, M., Capezio, A., **Restubog, S. L. D.**, & Zhou, L. † (2017). Broken promises: Implications for Chinese construction workers' job insecurity and performance. *Journal of Construction Engineering and Management*, *143*(4).
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108. Chih, Y.Y. †, Kiazad, K., Cheng, D. †, Capezio, A., & **Restubog, S.L.D.** (2017). Does organizational fairness matter? Implications for construction workers' organizational commitment. *Journal of Management in Engineering*, *33*, 04016043-1-04016043-10.
109. Liao, J., O'Brien, A. T. †, Jimmieson, N. L., & **Restubog, S. L. D.** (2015). Predicting transactive memory systems in multidisciplinary teams: The interplay between team and professional identities. *Journal of Business Research*, *68*, 965-977.
110. Unger-Aviram, E. †, Zwikael, O., & **Restubog, S. L. D.** (2013). Revisiting goals, feedback, recognition, and performance success: The case of project teams. *Group & Organization Management*, *38*, 570-600.

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111. Sutton, G., Liao, J., Jimmieson, N. L., & **Restubog, S. L. D.** (2013). Measuring ward-based multi-disciplinary healthcare team functioning: A validation study of the team functioning assessment tool (TFAT). *Journal for Healthcare Quality*, 35, 36-49.
112. Liao, J., Jimmieson, N. L., O'Brien, A. †, & **Restubog, S. L. D.** (2012). Developing transactive memory systems: Theoretical contributions from social identity theory. *Group & Organization Management*, 37, 204-240.

*** *Editor's Choice Collections* ***

113. Loh, M. I. †, Calleja, F. D., & **Restubog, S. L. D.** (2011). Words that hurt: A qualitative study of parental verbal abuse in the Philippines. *Journal of Interpersonal Violence*, 26, 2244-2263.
114. Sutton, G., Liao, J., Jimmieson, N. L., & **Restubog, S. L. D.** (2011). Measuring multidisciplinary team effectiveness in a ward-based healthcare setting: Development of the team functioning assessment tool. *Journal for Healthcare Quality*, 33, 10-24.
115. Loh, M. I. †, Smith, J., & **Restubog, S. L. D.** (2011). The role of culture, workgroup membership, and organizational status on cooperation and trust: An experimental investigation. *Journal of Applied Social Psychology*, 12, 2947-2968.
116. Loh, M. I. †, **Restubog, S. L. D.**, & Gallois, C. (2010). Attitudinal outcomes of boundary permeability: A comparison of Australian and Singaporean employees. *Cross-Cultural Management: An International Journal*, 17, 118-134.
117. Loh, M. I., **Restubog, S. L. D.**, & Gallois, C. (2009). The nature of workplace boundaries between Australians and Singaporeans in multinational organizations: A qualitative inquiry. *Cross-Cultural Management: An International Journal*, 16, 367-385.
118. Loh, M. I., & **Restubog, S. L. D.** (2007). Lecturers' and students' perceptions of current teaching methods about schizophrenia. *Australasian Psychiatry*, 15, 347-349.

Book Chapters and Encyclopedia Entries

119. Hsu, N., Newman, D., Kim, J. Y., & **Restubog, S. L. D.** (in press). Destructive leadership, narcissism, and gender: A facet-level approach. In Harms, P. (Ed.). *Dark and Destructive Leadership*. Information Age Publishing.
120. Lajom, J., **Restubog, S. L. D.**, Calleja, M. T., Habaradas, R., & Saldivar, C. (2017). Human resource management practices in India and the Philippines. In Cook, F., & Kim, S. (Eds.). *Handbook of Asian Human Resource Management*. UK: Routledge Press.
121. **Restubog, S. L. D.**, Kiazad, K. †, & Kiewitz, C. (2015). Psychological contracts. In J. Wright (2nd Ed., pp. 366-371), *International Encyclopedia of Social and Behavioral Sciences*. Elsevier.
122. Rafferty, A. E., Jimmieson, N. L., & **Restubog, S. L. D.** (2013). When leadership meets organizational change: The influence of top management team and supervisory leaders on change appraisals, change attitudes, and adjustment to change. In R. T. By, A. Michel, & S. Oreg (Eds.), *The psychology of organizational change: Viewing change from the employee perspective*. Cambridge University Press.
123. **Restubog, S. L. D.**, & Bordia, P. (2007). One big happy family: Understanding the role of workplace familism in the psychological contract dynamics. In A. I. Glendon, B. Myors, & B.M. Thompson (Eds.). *Advances in organizational psychology: An Asia-Pacific perspective* (pp. 371-
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Best Paper Conference Proceedings

124. **Restubog, S. L. D., Ocampo, A. C. G., Reyes, M. L., Chua-Garcia, L., & Guan, P.** (2017). Does internship participation enhance career adaptability? A longitudinal quasi-experimental investigation. *Best Paper Proceedings of the Academy of Management Annual Conference*. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).
125. **Liao, J., Jimmieson, N. L., Restubog, S. L. D., & O'Brien, A.** (2012). Antecedents and consequences of transactive memory systems: Constructive evidence from three studies. *Best Paper Proceedings of the Academy of Management Annual Conference*. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).
126. **Tolentino, L., Restubog, S. L. D., Scott, K. L., Garcia, P. R. J. M., & Tang, R. L.** (2011). Bringing home to work: Effects of intimate partner violence and the moderating role of perceived organizational support. *Best Paper Proceedings of the Academy of Management Annual Conference*. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).
127. **Zagenczyk, T. J., Gibney, R., Kiewitz, C., & Restubog, S. L. D.** (2008). Supervisors, mentors, and role models: Do they reduce the effects of psychological contract breach? In G. Solomon (Ed.), *Best Paper Proceedings of the Academy of Management Annual Conference*. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).
128. **Bordia, P., Restubog, S. L. D., Jimmieson, N., & Irmer, B.** (2007). Haunted by the past: Effects of poor change management history on employee attitudes and turnover. In L. Solomon (Ed.), *Best Paper Proceedings of the Academy of Management Annual Conference*. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).
129. **Restubog, S. L. D., Bordia, P., Krebs, S.A., & Tang, R.L.** (2005). The role of leader-member exchange in the psychological contract breach – subordinates' performance relationship. In K. Mark Weaver (Ed.), *Best Paper Proceedings of the Academy of Management Annual Conference* (CD), ISSN 1543-8643. (This is a condensed version of the manuscript. Only about 5-10% of the submissions are selected for publication in the Best Paper Proceedings).

Manuscripts invited for revision and re-submission

1. **Zettna, N.†, Nguyen, H., Restubog, S. L. D., Schilpzand, P., & Johnson, A.** Manuscript focuses on leader humility. Under third revision (minor) in *Personnel Psychology*.
 2. **Bankins, S., Jooss, S., Restubog, S. L. D., Marrone, M., Shoss, M., & Ocampo, A. C.** Manuscript focuses on artificial intelligence and careers. Under second review in the *Journal of Vocational Behavior*.
 3. **Bankins, S., Weaver, A., Marrone, M., Restubog, S. L. D., & Woo, S. E.** Manuscript focuses on artificial intelligence at work. Under revision in the *Information & Management*.
 4. **Restubog, S. L. D., Li, Y., Schilpzand, P., He, Y., & Nerona, R.** Manuscript focuses on LGBT leadership. Under second review in *Leadership Quarterly*.
 5. **Restubog, S. L. D., Lagios, C., He, Y., Deen, C., Kiewitz, C., Kramer, A., & Wanberg, C.** Manuscript focuses on personal relationships and work. Under revision in the *Journal of Applied Psychology*.
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Manuscripts under review

6. **Restubog, S. L. D.**, Schilpzand, P., He, Y., Lyons, B., & Deen, C. Manuscript focuses on vulnerable workforce. Under review in the *Journal of Vocational Behavior*.

Refereed Conference Presentations

A. International Conferences

1. Banks, S., Ocampo, A. C.†, Marrone, M., **Restubog, S. L. D.**, & Woo, S. (2023, August). *A multilevel review of artificial intelligence in organizations: Implications for organizational behavior research and practice*. In Briker, R. (Chair). AI and algorithms at work: How and why humans trust and react to AI and algorithms in the workplace. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Boston, USA.
2. Ocampo, A. C., Chen, Y., **Restubog, S. L. D.**, Wang, L., & Decoste, A. (2023, August). *The impact of HIV stigma at work: A self-determination perspective*. In Deen, C., & Restubog, S. L. D. (Co-chairs). The plight of the vulnerable workforce: Theoretical and empirical advancements. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Boston, USA.
3. Lopez-Alvarez, G., Cardador, T., & **Restubog, S. L. D.** (2023, August). *Do women perceive incivility from men as selective? Examining main effects, coping responses, and boundary conditions*. Paper presented at the 82nd Annual Meeting of the Academy of Management, Boston, USA.

*** *Phillips and Nadkarni Award for Best Paper on Diversity and Cognition* ***

4. Collins, M., **Restubog, S. L. D.**, & Li, Y. (June, 2023). *Out of control: How trait impulsiveness and intelligence influence abusive supervision and leader effectiveness*. Paper presented at the 23rd Annual Meeting of the European Academy of Management, Dublin, Ireland.
 5. Schilpzand, P., Lagios, C., & **Restubog, S. L. D.** (June, 2023). *Family first: An integrative conceptual review of nepotism in organizations*. Paper presented at the 23rd Annual Meeting of the European Academy of Management, Dublin, Ireland.
 6. Lagios, C., Stinglhamber, F., **Restubog, S. L. D.**, Lagios, N., Brison, N., & Caesens, G. (June, 2023). *When organizational dehumanization hits home: Scale validation and test of a spillover-crossover model*. Paper presented at 23rd Annual Meeting of the European Academy of Management, Dublin, Ireland.
 7. Lagios, C., **Restubog, S. L. D.**, & Caesens, G. (May, 2023). Trickle-down effects of organizational dehumanization: A social information processing perspective. Paper presented at the 21st European Association of Work & Organizational Psychology Conference. Katowice, Poland.
 8. Schilpzand, P., **Restubog, S. L. D.**, & Chen, Y. (2022, August). *Does daily presenteeism engender entitlement cognitions among narcissistic individuals?* In Ruhle, S. A., Breitsohl, H., Patel, C., **Restubog, S. L. D.**, & Schilpzand, P (Co-Chairs). Theoretical and empirical advancements in sickness and presenteeism research. Symposium presented at the 81st Annual Meeting of the Academy of Management, Seattle, USA.
 9. Deen, C. M., Kiewitz, C., Kim, J. Y., **Restubog, S. L. D.**, Chih, Y. Y., & Tang, R. L. (2022,
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- August). "My way or the highway": Construct definition, measure development and validation of the micromanagement scale. In Kim, J. Y., Deen, C. M., **Restubog, S. L. D.**, & Newman, D. (Co-Chairs). New developments in dark and destructive leadership research. Symposium presented at the 81st Annual Meeting of the Academy of Management, Seattle, USA.
10. He, Y., & **Restubog, S. L. D.** (2022, August). *Emotional anguish at home: Intimate partner aggression, negative emotional reactions and work outcomes*. In Deen, C. M., He, Y., & **Restubog, S. L. D.** (Co-Chairs). Theoretical and empirical advancements in intimate partner aggression and violence at work. Symposium presented for the 81st Annual Meeting of the Academy of Management, Seattle, USA.
11. Deen, C. M., Kim, J. Y., Kiewitz, C., **Restubog, S.L.D.**, Chih, Y.Y. & Tang, R.L. (2020, August). *"My way or the highway": Clarifying the construct of micromanagement in work relationships*. In In Kim, J.Y. & Waldman, D. (Co-Chairs), New ways of understanding the dark side of leadership. Accepted symposium paper at the 79th Annual Meeting of the Academy of Management.
12. Deen, C., **Restubog, S. L. D.**, Ocampo, A. C., & Sheppard, L. (2019, August). *To tell or not to tell: Modelling intimate partner aggression, fear, disclosure and work outcomes*. In Deen, C., & **Restubog, S. L. D.**, The impact of partner aggression at work: Individual and organizational perspectives. Symposium presented at the 78th Annual Meeting of the Academy of Management, Boston, MA, USA.
13. Ocampo, A. C., **Restubog, S. L. D.**, Wang, L., Shoss, M. K. (2019, August). *An examination of the upward effects of abusive supervision*. In Wang, W., **Restubog, S. L. D.**, & Ocampo, A. C. (Co-Chairs). Consequences of abusive supervision at work: Expanding boundary conditions and mechanisms. Symposium presented at the 78th Annual Meeting of the Academy of Management, Boston, MA, USA.
14. Decoste, A., **Restubog, S. L. D.**, Chen, Y., & Wang, W. (2019, August). *HIV-positive employees facing abusive supervision: The role of fear, HIV stigma and CD4 count*. In Wang, W., **Restubog, S. L. D.**, & Ocampo, A. C. (Co-Chairs). Consequences of abusive supervision at work: Expanding boundary conditions and mechanisms. Symposium presented at the 78th Annual Meeting of the Academy of Management, Boston, MA, USA
15. Galic, Z., Ruzojcic, M., & **Restubog, S. L. D.** (2019, May). *Integrating implicit and explicit personality: Machiavellianism channels implicit aggressiveness into deviant workplace behavior*. Paper presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
16. Schilpzand, P., Houston, L., & **Restubog, S. L. D.** (2019, May). *Interviewing while sick: Evaluator impressions and hiring recommendations*. Paper presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
17. Kiewitz, C., **Restubog, S. L. D.**, Garcia, P. R. J. M., Sweeney, P. D., & Shoss, M. K. (2019, April). *Who reacts to subordinates' poor job performance with abusive supervision? Narcissists do*. In Wang, W., & **Restubog, S. L. D.** (Co-Chairs), Abusive supervision at work. Symposium presented at the 34th Society of Industrial/Organizational Psychology Conference, Gaylord National Resort & Convention Center, Washington, D. C., USA.
18. Garcia, P. R. J. M., **Restubog, S. L. D.**, Skarlicki, D., & Jones, D. (2019, April). *What about me? Parental differential treatment and abusive supervision*. In Wang, W., & **Restubog, S. L. D.** (Co-Chairs), Abusive supervision at work. Symposium presented at the 34th Society of Industrial/Organizational Psychology Conference, Gaylord National Resort & Convention Center,
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Washington, D. C., USA.

19. Ocampo, A. C., **Restubog, S. L. D.**, Yujuico, I., & Deen, C. (2018, August). *The perils facing migrant workers: Consequences of abusive supervision on work adjustment*. In Nguyen, H., & Ashkanasy, N. M. (Co-Chairs), *Abusive supervision: Causes and consequences*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.
 20. Ocampo, A. C., **Restubog, S. L. D.**, Petelczyc, C., & Wang, L. (2017, August). *Perceived organizational support and career success in midlife: Moderating role of perceived spousal support and the mediating role of career adaptability*. In Ocampo, A. C., & **Restubog, S. L. D.** (Co-Chairs), *New developments in career adaptability research*. Symposium paper presented at the 76th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.
 21. Choi, S., Amarnani, R. K., & **Restubog, S. L. D.** (August, 2017). *A social dominance perspective on the antecedents of customer mistreatment*. In Amarnani, R. K., & **Restubog, S. L. D.** (Co-Chairs), *Cross fire at the interface: New developments in customer mistreatment research*. Symposium paper presented at the 76th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.
 22. Ocampo, A. C., **Restubog, S. L. D.**, Reyes, M. L., Chua-Garcia, L., & Guan, P. (2017, August). *Does internship participation enhance career adaptability? A longitudinal quasi-experimental investigation*. Paper presented at the 76th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.
 23. Fulmer, A., Patient, D., **Restubog, S. L. D.**, & Richter, A. (2016, August,). *Thinking of a position outside the US? "Dos and don'ts of international business schools in Europe, Asia, and Australia*. A professional development workshop presented at the 75th Annual Meeting of the Academy of Management, Anaheim, California, USA.
 24. Kiewitz, C., **Restubog, S. L. D.**, Sweeney, P., & Garcia, P. R. J. (2016, August). *Don't you make me look bad! Employees' job neglect, supervisors' ego threat, narcissism and abuse*. Paper presented at the 75th Annual Meeting of the Academy of Management, Anaheim, California, USA.
 25. Amarnani, R., Bordia, P., & **Restubog, S. L. D.** (2016, August). *Dual roles of age in the customer mistreatment-performance relationship*. Paper presented at the 75th Annual Meeting of the Academy of Management, Anaheim, California, USA.
 26. Amarnani, R., **Restubog, S. L. D.**, & Bordia, P. (2016, August). *Self-as-resource vs. self-as-standard in the customer mistreatment-service delivery relationship*. Paper presented at the 75th Annual Meeting of the Academy of Management, Anaheim, California, USA.
 27. Garcia, P. R. M. G., **Restubog, S. L. D.**, Lu, V., & Capezio, A. (2015, August). *The role of self-control in the relationship between customer mistreatment and negative word of mouth*. In Restubog, S. L. D. (Chair), *New developments in customer mistreatment research*. Symposium paper presented at the 74th Annual Meeting of the Academy of Management, Vancouver, Canada, USA.
 28. Garcia, P. R. M. G., **Restubog, S. L. D.**, Skarlicki, D., & Jones, D. (2015, August). *Psychological mechanisms linking parental differential treatment and abusive supervision*. In Shum, C., & Van Scotter, L. (Co-Chairs), *Beyond displaced aggression: Re-examining the antecedents of abusive supervision*. Symposium paper presented at the 74th Annual Meeting of the Academy of Management, Vancouver, Canada, USA.
 29. Leavitt, K., Aquino, K., Zhu, L., **Restubog, S. L. D.**, & Zhou, L. (2015, August). *Social consequences of moral identity symbolization*. In Trevino, L., & Kreinder, G. (Co-Chairs),
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Identity and ethics coming together: Who we are, how others see us, and how we behave. Symposium paper presented at the 74th Annual Meeting of the Academy of Management, Vancouver, Canada, USA.

***** Showcase Symposium *****

30. Garcia, P. R. J. M., Bordia, P., **Restubog, S. L. D.**, & Caines, V. (2014, August). *Does psychological contract breach hurt older workers' well-being? The role of generativity*. Paper presented at the 73rd Annual Meeting of The Academy of Management, Philadelphia, PA, USA.
31. Amarnani, R., **Restubog, S. L. D.**, & Bordia, P. (2014, August). *A self-esteem threat model of customer mistreatment*. In van Jaarsveld, D., & **Restubog, S. L. D.** (Co-Chairs), *New directions in customer mistreatment research*. Symposium paper presented at the 73rd Annual Meeting of The Academy of Management, Philadelphia, PA, USA.
32. Yu, K., Kim, S., & **Restubog, S. L. D.** (2013, August). *Migrant professionals and the professionalization project*. Paper presented at the 72nd Annual Meeting of The Academy of Management, Orlando, FL, USA.

***** Best Paper Finalist, Careers Division *****

33. Liao, J., Jimmieson, N. L., O'Brien, A., & **Restubog, S. L. D.** (2012, August). *Transactive memory systems in multidisciplinary healthcare teams: Team and professional identities*. Paper presented at the 72nd Annual Meeting of The Academy of Management, Orlando, FL, USA.

***** Best Paper Finalist, Managerial and Organizational Cognitions Division *****

34. Vogel, R. M., Mitchell, M. S., Tepper, B. J., **Restubog, S. L. D.**, Hu, C., & Hua, W. (2012). *A cross-cultural examination of abusive supervision*. In R. M. Vogel (Chair), *New developments in abusive supervision research*. Symposium paper presented at the 71st Annual Meeting of the Academy of Management, Boston, MA, USA.
35. Toledano, L.S., **Restubog, S.L.D.**, Garcia, P.R.J.M., & Chan-Serafin, S. (2012, August). *Third party reactions to supervisor abuse: The roles of perceived responsibility and moral intensity*. Paper presented at the 71st Annual Meeting of The Academy of Management, Boston, MA, USA.
36. Bordia, P., **Restubog, S. L. D.**, Bordia, S., & Tang, R. L. (2011, August). *Antecedents and consequence of breach of employee obligations*. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX, USA.
37. Garcia, P.R.J.M., **Restubog, S.L.D.**, Scott, K., & Tang, R.L. (2011, August). *Shadows of the past: Investigating the role of internal states in the relationship between history of family aggression and abusive supervision*. Paper presented at the Annual Meeting of The Academy of Management, San Antonio, TX, USA.
38. Tolentino, L., **Restubog, S. L. D.**, Scott, K. L., Garcia, P. R. J. M., & Tang, R. L. (2011, August). *Bringing home to work: Effects of intimate partner violence and the moderating role of perceived organizational support*. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX, USA.

***** Best Paper Award, Social Issues in Management Division *****

39. **Restubog, S. L. D.**, Zagenczyk, T., J., Scott, K., Chapman, G., & Garcia, P.R. J. (August, 2010). *Aren't I the greatest of them all? Linking supervisors' narcissistic personality and subordinates'*
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perceptions of abusive supervision. Paper accepted at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.

40. Kiewitz, C., **Restubog, S. L. D.**, Garcia, P. R. J., & Tang, R. L. (August, 2010). *Sound of silence: Interactive effects of climate of fear and assertiveness in the relationship between abusive supervision and defensive silence*. Paper presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.
 41. Garcia, P. R. J., **Restubog, S. L. D.**, Kiewitz, C., & Tang, R. L. (August, 2010). *Roots run deep: Mechanisms linking supervisors' previous experience of family aggression and subordinates' perceptions of abusive supervision*. Paper presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.
 42. **Restubog, S. L. D.**, Scott, K. D., & Zagenczyk, T. J. (2009, August). *When anger hits home: The role of aggressive work culture in predicting abusive supervision and its effects on employees and their significant others*. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL, USA.
 43. Kiewitz, C., **Restubog, S. L. D.**, Kiazad, K., Zagenczyk, T. J., & Tang, R. L. (2009, August). *Sins of the father: The role of prior experience of supervisors' family undermining in predicting subordinates' perceptions of abusive supervision*. In M. S. Mitchell, & N. F. Palmer (Co-Chairs), *New developments in abusive supervision research*. Symposium paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL, USA.
 44. Frenkel, S., **Restubog, S. L. D.**, & Li, M. (2009, July). *Management, organizational justice, and emotional exhaustion among workers in a Chinese manufacturing firm*. Paper presented at the 25th Annual Conference of the European Group for Organizational Studies. Barcelona, Spain.
 45. Frenkel, S., Li, M., & **Restubog, S. L. D.** (2008, September). *How human resource practices shape workers' attitudes in cosmetic firms in China*. Paper presented in an international conference organized by Cornell University with the theme, "Breaking down Chinese walls: The changing faces of labor and employment in China". Ithaca, NY, USA.
 46. **Restubog, S. L. D.**, Bordia, P., Bordia, S., & Chapman, G. (2008, August). *If you wrong us, shall we not revenge: The interactive effects of self-control and aggressive organizational culture in predicting workplace deviance*. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA, USA.
 47. Bordia, P., **Restubog, S. L. D.**, Bordia, S., & Tang, R. L. (2008, August). *Breach begets breach: Trickle-down effects of psychological contract breach on customer service*. Paper presented at the 68th Annual Meeting of The Academy of Management, Anaheim, CA, USA.
 48. Zagenczyk, T. J., **Restubog, S. L. D.**, Kiewitz, C., Kiazad, K., & Tang, R. L. (2008, August). *The portrait of a Machiavellian employee: Interactive effects of Machiavellianism and psychological contract orientations in predicting work behaviors*. Paper presented in the 68th Annual Meeting of The Academy of Management, Anaheim, CA, USA.
 49. **Restubog, S. L. D.**, Bordia, P., Kiewitz, C., & Tang, R. L. (2007, August). *Workplace familism: Its nature, measurement, and cross-cultural comparison*. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA, USA.
 50. Bordia, P., **Restubog, S. L. D.**, Jimmieson, N., & Irmer, B. E. (2007, August). *Haunted by the past: Consequences of poor change management history on change attitudes and turnover*. Paper presented at the 67th Annual Meeting of The Academy of Management, Philadelphia, USA.
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*** *Best Paper Award, Organizational Change Division* ***

51. Bordia, S., Hobman, E., **Restubog, S. L. D.**, & Bordia, P. (August, 2007). *Advisor-student relationship in project collaborations: A psychological contract perspective*. Paper presented at the 67th Annual Meeting of The Academy of Management, Philadelphia, PA, USA.
 52. **Restubog, S. L. D.**, & Bordia, P. (2006, August). *Context- and contract-specific moderators in the psychological contract breach-workplace deviance relationship*. Paper presented at the 66th Annual Meeting of The Academy of Management, Atlanta, GA, USA.
 53. Bordia, P., **Restubog, S. L. D.**, & Tang, R.L. (2006, August). *When employees strike back: Investigating mediating mechanisms between psychological contract breach and workplace deviance*. Paper presented at the 66th Annual Meeting of The Academy of Management, Atlanta, GA, USA.
 54. Loh, M.I., Gallois, C., & **Restubog**. (2006, August). *Consequences of workplace boundary impermeability: A qualitative and quantitative investigation*. Paper presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA, USA.
 55. Loh, M.I., Gallois, C., **Restubog, S. L. D.** (2006, August). *Boundary creation and permeability in intercultural exchanges: A qualitative inquiry*. Poster presented at the American Psychological Association Convention, New Orleans, LA, USA.
 56. **Restubog, S. L. D.**, Hobman, E. V., Bordia, P., & Tang, R. L. (2006, August). *Abusive supervision in advising relationships: The moderating role of support resources*. Poster presented at the American Psychological Association Convention, New Orleans, LA, USA.
 57. Bordia, P., **Restubog, S. L. D.**, Jimmieson, N., & Irmer, B. E. (2006, July). *Antecedents and consequences of organizational change cynicism*. Paper presented at the 26th International Congress of Applied Psychology, Athens, Greece.
 58. Tang, R. L., **Restubog, S. L. D.**, & Cayayan, P. L. (2006, July). *The role of perceived organizational support between psychological contract breach and employee outcomes: A betrayal perspective*. Paper presented at the 26th International Congress of Applied Psychology, Athens, Greece.
 59. Tang, R. L., Cayayan, P.L., **Restubog, S. L. D.**, & Kiazad, K. (2006, July). *Personality matters! The role of Machiavellian orientation and reciprocity wariness on psychological contract preference and extra-role performance*. Poster presented at the 26th International Congress of Applied Psychology, Athens, Greece.
 60. **Restubog**, Bordia, P, & Tang, R. L. (2004, August). *Consequences of psychological contract breach on employee performance in the Philippine context: The mediating role of affective commitment*. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA, USA.
 61. **Restubog, S. L. D.**, & Bordia, P. (2004, August). *Consequences of psychological contract breach on civic virtue behavior: The moderating role of procedural justice*. Poster presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA, USA.
- B. Australian/New Zealand Conferences**
62. Garcia, P.R.J.M., **Restubog, S.L.D.**, Kiewitz, C., Scott, K.D., & Tang, R.L. (2013, July). *Relationships between history of family aggression, hostile cognitions, hostile affect, and abusive*
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supervision and the moderating role of angry rumination. Paper presented at the 10th Australian Industrial and Organisational Psychology Conference, Perth, WA, Australia.

63. Tolentino, L., **Restubog, S. L. D.**, Garcia, P. R. J. M., Toledano, L., & Amarnani, R. (2011, June). *Yielding to (cyber)-temptation: Exploring the buffering role of self-control in the relationship between organizational justice and cyberloafing behavior in the workplace.* Paper presented at the 10th Australian Industrial-Organizational Psychology Conference, Brisbane, QLD, Australia.

*** Best Paper Prize ***

64. Garcia, P. R. J. M., **Restubog, S. L. D.**, Toledano, L. S., Tolentino, L. R., & Rafferty, A. E. (2011, June). *Not seeing eye to eye: Differential moderating effects of student and parent-rated support in the relationship between learning goal orientation and career decision-making self-efficacy.* Paper presented at the 10th Australian Industrial-Organizational Psychology Conference, Brisbane, QLD, Australia.
65. Garcia, P. R. J., **Restubog, S. L. D.**, & Denson, T. (2010, July). *Investigating the moderating role of prior exposure to aggressive home culture in the relationship between negative reciprocity beliefs and physical aggression.* Paper presented at the International Congress of Applied Psychology, Melbourne, VIC, Australia.
66. **Restubog, S. L. D.**, Florentino, A., Garcia, P. R. J., & Tolentino, L. (2010, July). *Giving up on school: Investigating mediating mechanisms between parental support, provision for career counseling, and academic persistence.* Paper presented at the International Congress of Applied Psychology, Melbourne, VIC, Australia.
67. Kiazad, K., **Restubog, S. L. D.**, & Tang, R. L. (2009, June). *Different folks have different strokes: Investigating the role of supervisor-reported cognitive dissimilarity as an antecedent to employee perceptions of psychological contract breach.* In **Restubog, S.L.D.**, & Kiazad, K. (Co-Chairs), Psychological contract formation and consequences of psychological contract breach. Symposium paper presented at the 9th Australian Industrial-Organizational Psychology Conference, Sydney, NSW, Australia.
68. Kiazad, K., **Restubog, S. L. D.**, & Bordia, P. (2009, June). *An eye for an eye, a tooth for a tooth: Investigating the role of revenge and individual differences in predicting rumour transmission.* In **Restubog, S.L. D.**, & Cogan, J. (Co-Chairs), Deception, deviance and devaluing others at work: Are employees really bad to the bone? Symposium paper presented at the 9th Australian Industrial-Organizational Psychology Conference, Sydney, Australia.
69. **Restubog, S. L. D.**, & Bordia, P. (2008, December). *Investigating the role of leader-member exchange in the psychological contract breach – employee performance relationship: A test of two competing perspectives.* Paper presented at the 22nd Annual Meeting of the Australian-New Zealand Academy of Management, Auckland, NZ.
70. Ng, Y. L., Bordia, P., & **Restubog, S. L. D.** (2008, December). *Examining the role of employer image mismatch on retention: Evidence from a Malaysian organization.* Paper presented at the 22nd Annual Meeting of the Australian-New Zealand Academy of Management, Auckland, NZ.
71. Penhaligon, N. L., Louis, W. R., & **Restubog, S. L. D.** (2007, December). *Emotional anguish in the workplace: The mediating role of perceived rejection on workgroup mistreatment and affective outcomes.* Paper presented at the 21st Annual Meeting of the Australia-New Zealand Academy of Management, Sydney, NSW, Australia.
72. **Restubog, S. L. D.**, Bordia, P., & Tang, R. L. (2007, June). *The role of leader-member exchange in the psychological contract breach and subordinates' performance and promotion decisions:*
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- Convergent evidence from cross-sectional and longitudinal studies.* In **Restubog, S.L.D., & Bordia, P.** (Co-Chairs), Antecedents of contract formation and consequences of psychological contract breach. Symposium paper presented at the 7th Australian Industrial- Organizational Psychology Conference, Adelaide, SA, Australia.
73. **Ng, Y. L., Restubog, S. L. D., & Bordia, P.** (2007, June). *Consequences of psychological contract breach for the employment relationships: Evidence from a Malaysian organisation.* In **Restubog, S. L. D., & Bordia, P.** (Co-Chairs), Antecedents of contract formation and consequences of psychological contract breach. Symposium paper presented at the 7th Australian Industrial Organizational Psychology Conference, Adelaide, SA, Australia.
74. **Loh, M. I., & Restubog, S. L. D.** (2007, April). *Consequences of workplace bullying on employees' identification and satisfaction: a cross-cultural perspective.* Paper presented at the 36th Annual Conference of the Society of Australasian Social Psychologists, Brisbane, QLD, Australia.
75. **Restubog, S. L. D., Bordia, P., Esposito, S., & Krebs, S. A.** (2005, July). *Why employees identify with their organization: The role of psychological contracts and trust.* Paper presented at the 6th Australian Industrial/Organizational Psychology Conference, Gold Coast, QLD, Australia.
76. **Restubog, S. L. D., & Bordia, P.** (2005, July). *Understanding the role of workplace familism in the context of psychological contract breach: Evidence from a collectivist culture.* In S. L. D. Restubog (Chair), An interactionist perspective in understanding psychological contracts: The role of contextual and dispositional variables. Symposium paper presented at the 6th Australian Industrial/Organizational Psychology Conference, Gold Coast, QLD, Australia.
77. **Krebs, S. A., Restubog, S. L. D., Bordia, P., & Munro, D.** (2005, July). *The impact of management system support on knowledge sharing intentions: The mediating role of perceived benefits.* Paper presented at the 6th Australian Industrial/ Organizational Psychology Conference, Gold Coast, QLD, Australia.
78. **Restubog, S.L.D., & Bordia, P.** (2003, July). *Consequences of psychological contract breach on affective commitment and civic virtue behavior and the moderating role of equity sensitivity.* Paper presented at the 5th Australian Industrial & Organizational Psychology Conference, Melbourne, VIC, Australia.

Selected Presentations and External Engagement

- Asian Institute of Management, Philippines
 - Ateneo de Manila University, Philippines (Department of Psychology)
 - Australian Defence
 - Australian National University, Australia (School of Management)
 - BDO (Adelaide), Australia
 - Catholic University of Louvain, Belgium (School of Psychology)
 - Chinese University of Hong Kong, HK (Department of Management)
 - Clemson University, USA (Department of Management)
 - Contentgroup, Australia
 - CPA Australia
 - Dayton University, USA (Department of Management)
 - De La Salle University, Philippines (Psychology Department)
 - De La Salle University, Philippines (Management and Organization Department)
 - De La Salle University, Philippines (Decision Sciences and Innovations Department)
 - De La Salle University, Philippines (Educational Management Department)
 - De La Salle – College of Saint Benilde, Philippines (School of Management and Information
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Technology)

- IKEA, Australia
- Macquarie University, Australia (Macquarie Business School)
- Minter Ellison Law Firm
- Monash University, Australia (Department of Management)
- Oregon State University, USA (Department of Management)
- Philippine Guidance and Counselling Association (conference plenary speaker)
- Powerlink, Australia
- Prospect, Australia
- Purdue University, USA (Department of Psychology)
- Queensland Health, Australia
- Queensland Rail, Australia
- RMIT University, Australia (College of Business)
- South China University of Technology, China (School of Management)
- State Library of Queensland, Australia
- University of Bern, Switzerland (Institute of Psychology)
- University of British Columbia, Canada (Sauder School of Business)
- University of Canberra, Australia (School of Management)
- University of Houston, USA (Department of Psychology)
- University of Illinois at Urbana – Champaign, USA (School of Labor & Employment Relations)
- University of Manitoba, Canada (Asper School of Business)
- University of Missouri – Columbia, USA (Department of Management)
- University of Melbourne, Australia (Department of Management & Marketing)
- University of Newcastle, Australia (School of Management)
- University of New South Wales, Australia (School of Psychology)
- University of Queensland, Australia (UQ Business School)
- University of Queensland, Australia (School of Psychology)
- University of Sunshine Coast, Australia (School of Management)
- University of Sydney, Australia (Business School – Work & Organisational Studies)
- United Nations Development Program

Conference organizer

Organized the 2nd International Psychological Contract Conference, September 13-14, 2012, Australian National University.

TEACHING AND LEARNING

Research Supervision and PhD Committee Membership

Level	Students / Role	Role	Placement
PhD (current)	†***Yaqing He, 6th year PhD student, UIUC	Chair	Assistant Professor (tenure track), Department of Psychology, University of Oklahoma, USA
	†Patricia Tabarani, 3 rd year PhD student, UIUC	Chair	
	^Constantin Lagios, 1 st year PhD student, UIUC	Chair	

PhD (completed)	## **Catherine Deen, ANU	Co-Chair (with Ying-Yi Chih)	Senior Lecturer (equivalent to Senior Assistant Professor), University of New South Wales – Canberra Campus
	Anoop Javalagi, UIUC	Dissertation committee member	Postdoctoral Research Fellow, Northwestern University, USA
	Yijue Liang, UIUC	Dissertation committee member	Assistant Professor (tenure track), Department of Psychology, George Mason University, USA
	Lucille Headrick, UIUC	Dissertation committee member	Assistant Professor (tenure-track), San Jose State University, USA
	+Claire Petelczyc, ANU	Co-Chair (with Alessandra Capezio)	Senior Consultant, Workplace Research Associates, Australia
	#Anna Carmela Ocampo, ANU	Co-Chair (with Nick Wang)	Assistant Professor, EMLV - École de Management Léonard de Vinci, Paris, France Now at ESADE Business School, Barcelona, Spain
	#Laramie Tolentino, ANU	Chair	Lecturer, Monash University
	Anthony Decoste, DLSU	Co-Chair	CEO, Global Virtuoso and Carejet
	*Rajiv Amarnani, ANU	Chair	Lecturer (equivalent to Assistant Professor), University of Western Australia Business School
	**Jennifer Lajom, ANU	Chair	Lecturer in Management (equivalent to Assistant Professor), Edith Cowan University
	Hataya Sibunruang, ANU	Chair	Lecturer in Management (equivalent to Assistant Professor) at University of Sussex, UK
	+Jenny Liao, UQ	Associate Supervisor	Postdoctoral Research Fellow, University of Western Australia
	Lemuel Toledano, ANU	Chair	Childcare Director, Majura Park Childcare, Canberra
	++Patrick R. J. M. Garcia, ANU	Chair	Assistant Professor (tenure-track), University of Vermont, USA Now at Department of Management & Marketing, Macquarie University, Professor
	+Mark Howarth, PhD, UQ	Associate Supervisor	Senior Consultant – People and Organization, Ernst & Young
+Nikki Penhaligon, UQ	Associate Supervisor	Research Psychologist, Queensland University of Technology	

	+Scott Krebs, UQ	Associate Supervisor	Principal Consultant Psychologist at Davidson HR Consulting
	Alister Jury, UQ	Chair	Vice President, People and Organization, Statoil
	#Min Ing (Jennifer) Loh, UQ	Co-Chair (with Cindy Gallois)	Currently an Associate Professor at the University of Canberra (School of Management) Past Senior Lecturer, Edith Cowan University
MPhil (completed)	David Cheng, UNSW	Co-Chair (with Nick Wang)	Lecturer in Management (equivalent to Assistant Professor), Research School of Management, Australian National University Completed PhD at University of New South Wales
Master's in Psychology (completed)	Afryll Florentino, (OrgPsych) UNSW	Chair	Manager, Workplace Health and Training, Westpac
	Georgia Chapman, (Forensic Psych), UNSW	Chair	Psychologist, Hope Psychological Services
	Janet Kim, (OrgPsych), UQ	Chair	Organizational Development Manager, Grant Thornton Australia
	Lynda Nguyen, (OrgPsych), UQ	Chair	Completed PhD at QUT Business School, now Research Fellow at Montrose Access/ School of Health and Rehabilitation, University of Queensland
	Amy Prior, (OrgPsych), UQ	Chair	Psychologist, Assure Programs
	Nicholas Stenson, (OrgPsych), UQ	Chair	Senior Consultant, Nous Group
	Linda Chia, (OrgPsych), UQ	Chair	
	Jenna McWilliams, (OrgPsych), UQ	Chair	HR Manager, Triple P Australia
	Jenny Hall, (OrgPsych), UQ	Chair	
	Honours (completed)	Sooyeon Choi (Psychology, 1 st class), ANU	Co-supervised (with Rajiv Amarnani)

	Tiffany Le (Management, 1 st class), ANU	Co-supervised (with David Cheng)	
	Cheryl Ng (Management, 1 st class), ANU	Co-supervised (with Patrick Garcia)	Senior Associate, DBS Bank, Singapore
	Hugh Stevens (Management, 1 st class), ANU	Co-supervised (with Vinh Lu)	
	Georgia Chapman (Psychology, 2 nd class A), UQ	Primary Supervisor	Completed MPsych (Forensic Psychology) at UNSW
	**Yin Lu (Psychology, 1 st class), UQ	Primary Supervisor	Completed PhD at University of South Australia, now at HELP University, Malaysia
	+Nikki Hitchens (Psychology, 1 st class), UQ	Primary Supervisor	Completed PhD at the University of Queensland, now at Queensland University of Technology
	+Kohyar Kiazad (Psychology, 1 st class), UQ	Primary Supervisor	Completed PhD at University of Melbourne, now at Monash University
	+Mark Howarth (Psychology, 1 st class), UQ	Primary supervisor	Completed PhD at the University of Queensland, now at Ernst & Young
	Pia Gunn (Psychology, 2 nd class A), UQ	Primary Supervisor	Vice President, The Enirgi Group

Recipient/s of *Prime Minister Asia Award; **Merit Scholarship, ***Recipient of Timothy Judge Fellowship, †Recipient of the Pola and Harry Triandis LER PhD Scholarship, #Endeavour Research Scholarship, ## Alvah Chapman Jr. Outstanding Dissertation Award, +Australian Postgraduate Award, ++ Australian Postgraduate Award International, †Recipient of the Illinois Distinguished Fellowship.

Research Fellows supervised

Dr. Rajiv Amarnani (2016)

Dr. Carys Chan (February-June 2018)

Dr. Patrick Garcia (2012-2014)

Dr. Jennifer Lajom (2016)

Dr. Maria Emma Liwag (2018-2019)

Graduate research assistants supervised

- Lifei Chen (PhD HRIR student, UIUC, 2021)
- Yueyang Chen (PhD I/O Psychology student, UIUC, 2018-present)
- Chien-Hao Chen (Masters in HRIR student, UIUC, 2019-2021, Admitted in the PhD LER program at the University of Illinois at Urbana-Champaign)
- Siqi He (2nd semester Masters in HR and IR, UIUC, Fall 2022, admitted in the PhD OBHR program at the University of Iowa)
- Yaqing He (PhD HRIR student, UIUC, 2019-present)
- Jun-Yeob Kim (PhD I/O Psychology, UIUC, 2019- present)
- Gabrielle Maiquez (Masters in HR and IR student, UIUC, Summer 2021)
- Monica Liu (Masters in HR and IR student, UIUC, Fall 2021)
- Justin Mosca (Psychology graduate, University of British Columbia, 2020-Spring 2021)
- Randolph Nerona (PhD I/O Psychology student, Griffith University, Fall 2021)
- Yon Jin Suh (PhD HRIR student, UIUC, 2020-2022)
- Fan Xuan (Jordan) Chen (PhD I/O Psychology, UIUC, 2019-present)

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- Jiayu Song (1st semester Masters in HR and IR, UIUC, Fall 2021, Admitted in the PhD OBHR program at Auburn University)
 - Sky Wang (Masters in HRIR student, UIUC, 2022-present)
 - Yue Wang (Masters in HRIR student, UIUC, 2019-2020, Admitted in the PhD OBHR program at the University of Illinois - Chicago)
 - Effie Yi (1st semester Masters in HR and IR, UIUC, Fall 2021)
 - Carys Zhao (2nd semester Masters in HR and IR, UIUC, Fall 2022- Summer 2023, Admitted in the PhD Management program at the University of Central Florida)
 - Vivian Zuo (HRD graduate, Purdue University, Fall 2021)

Undergraduate research assistants supervised

- Nathaniel Aronson (2nd year undergraduate in Psychology, UIUC, Summer 2021-Spring 2022)
- Rishika Arya (2nd year undergraduate in Psychology, UIUC, Summer 2021-October 2021)
- Chrissy Chen (2nd year undergraduate in Quantitative Economics and Psychology, UIUC, Summer 2021- Fall 2022)
- Zixing Deng (4th year undergraduate in Psychology and Statistics, UIUC, Summer 2021-Fall 2022)
- Anushka Gami (3rd year undergraduate in Information Sciences, UIUC, Summer 2021)
- Connie Lee (3rd year undergraduate in Psychology and English, UIUC, Summer 2021-Fall 2022)
- Yifan Lin (3rd year undergraduate in Psychology, UIUC, Summer 2021-Fall 2022, Admitted in the MHRIR at the University of Illinois at Urbana-Champaign)
- Arman Mehdipour (3rd year undergraduate in Psychology, UIUC, Summer 2021-2022)
- Audrey Pride (4th year undergraduate in Psychology, UIUC, Fall 2021, Admitted in the Master's in HRIR program at the University of Illinois at Urbana-Champaign)
- Pragati Salunke (2nd year undergraduate in Statistics and Economics, UIUC, Summer 2021-Fall 2022)
- Savanna Serven (3rd year undergraduate in Psychology and Interdisciplinary Studies, UIUC, Summer 2021-Spring 2022)
- Justin Sotelo (4th year undergraduate in Psychology, UIUC, Fall 2021-Spring 2022, Admitted in the Master's in HRIR program at the University of Illinois at Urbana-Champaign)
- Haofei Xu (3rd year undergraduate in Psychology, UIUC, Summer 2021-Spring 2022)
- Yangyi Yu (3rd year undergraduate in Psychology and Statistics, UIUC, Summer 2021-Spring 2022, Admitted in the PhD LER program at the University of Illinois at Urbana-Champaign with Illinois Fellowship)

Tertiary and postgraduate teaching experience

Courses taught at De La Salle University (DLSU), University of Queensland (UQ), University of New South Wales (UNSW), Australian National University (ANU), University of Illinois at Urbana-Champaign (UIUC)

PhD

Business Research Seminar (Theory) (ANU)

HR Theory (UIUC)

Masters

Career Management (UNSW, UIUC)

HR Planning and Staffing (UIUC)

Organizational Behavior (DLSU)

Psychological Assessment (DLSU)

Recruitment and Selection (DLSU)

Research Methodology (DLSU)

Undergraduate

Business Research Methods (DLSU)

Career Planning and Management (UNSW, ANU)

Foundations of Industrial/Organizational Psychology (UQ)

Guidance and Counseling in Education (DLSU)

Human Growth and Development in Education (DLSU)

Measurement and Evaluation in Education (DLSU)

Psychological Assessment (UQ)

Psychometrics (DLSU)

Psychological Foundations of Education (DLSU)

Psychological Testing in Organizations (DLSU)

EXTERNAL EVALUATOR FOR PROMOTION AND TENURE

Evaluation for tenure and promotion to Full Professor:

- University of Miami, Miami Herbert Business School, USA (2020)
- University of North Carolina at Greensboro, Bryan School of Business & Economics, USA (2023)
- University of Sydney, Business School, Australia (2023)

Evaluation for tenure and promotion to Associate Professor:

- Australian National University, Australia (2018), ANU College of Business & Economics
- Macquarie University, Australia (2014, 2021), Macquarie Business School
- Monash University, Australia (2014), Monash Business School
- Peking University, China (2021), School of Psychological and Cognitive Sciences
- Pennsylvania State University, USA (2023), School of Labor & Employment Relations
- Rutgers University, USA (2020), School of Management and Labor Relations
- University of New South Wales, Australia (2015, 2018, 2020), UNSW Business School
- University of Manitoba, Canada (2022), Asper Business School
- University of Melbourne, Australia (2022), Department of Management and Marketing

MEDIA

“Me, my job, and AI: Preserving worker identity amid technological change”. In Association for Psychological Science (July, 2022). Story focuses on AI.

“Mature workers are an untapped talent pool”. In The Lighthouse (November, 2021). Story focuses on mature workers.

“Flirting with colleagues may reduce workplace stress”. In Philippine Daily Inquirer (December 2019). Story focuses on social sexual behaviors.

“Study finds poor customer behavior a top reason for high turnover in service jobs”. In The Globe and Mail (January, 2020). Story focuses on customer mistreatment.

“I quit: How poor treatment by customers leads to high turnover”. In Science Daily (December, 2019). Story focuses on customer mistreatment.

“Humor can give you the power to fight stress and bullies”. In Business Insider Australia (September, 2018). Story focuses on humor and abusive supervision.

“Playing up the benefits of play at work”. In Association for Psychological of Science (October, 2017). Story focuses on play at work.

“Domestic violence policies aren’t work”. In (September, 2017). In Human Resources Director Australia. Story focuses on domestic violence.

“Businesses failing to train managers in how to detect domestic violence”. In Sydney Morning Herald (September, 2017). Story focuses on domestic violence.

“Partner violence at home must be addressed at work: UBC study”. In Toronto Metro (June, 2016). Story focuses on intimate partner aggression.

“Too many firms ignore their abusive boss problem”. In London School of Economics Business Review (June, 2016). Story focuses on abusive bosses.

“Combative bosses repeat bad childhood treatment, research shows”. In the Newsstand (Official publication of Clemson University, June, 2016). Story focuses on abusive bosses.

“Employers’ broken promises can be costly”. In The Newsstand (Official publication of Clemson University, February, 2016). Story focuses on psychological contracts.

“Gossip in the workplace could signal larger problems”. In Strategy+Business (December, 2014). Story focuses on psychological contracts.

“Bosses behaving badly”. In the Black (Official Magazine of CPA Australia, June 2013). Story focuses on abusive bosses.

“Out of place sometimes”. Philippine Daily Inquirer (April, 2013). Story focuses on being excluded at work.

“Cyberloafing in the workplace”. Margin (ANU – CBE Quarterly Magazine, April 2012). Story focuses on cyberloafing and counterproductive work behaviors.

“Abuse of power, Power of abuse”. Margin (ANU-CBE Quarterly Magazine, Autumn 2011). Story focuses on abusive supervision.

“The dark side of leadership: Bosses behaving badly”. Knowledge @ Australian School of Business. (2010, April). Story focused on supervisor abuse.

“Not just HR, but PR”. Australian Human Resources Institute (November, 2009). Story focuses on employee attitudes in China.

“Cultural cohesion: Do you know what Chinese workers want?” Knowledge @ Australian School of Business. (April, 2010). Story focuses on employee-employer relationships in China.

“Hold the froth, make it real”. Australian Financial Review. (2009, June). Story focused on psychological contracts and employment relationships.

“Workplace bullying: On the couch with Simon Restubog”. UNSWTV - Aurora community channel on Foxtel and Austar. (June, 2009). Story focused on abusive supervision and its impact on family life.

RESEARCH INTERESTS

Employment relationships and the future of work

Dark side of human behavior

Career development and career experiences of the vulnerable workforce

TEACHING INTERESTS

Organizational Behavior
 Career Development
 Recruitment and Selection
 Applied Research Methods
 Management theory

SERVICE TO THE PROFESSION

Editorial role

Journal of Vocational Behavior, Senior Associate Editor (January 2022-present)
 Journal of Vocational Behavior, Associate Editor (November 2017-December 2021)
 Group & Organization Management, Associate Editor (January 2021-July 2022)

Special Issue/Guest Editor

Journal of Organizational Behavior, Special Issue Editor with Karl Aquino (University of British Columbia), Gillian Yeo (University of Western Australia), Lu (Nick) Wang (Australian National University), and Kohyar Kiazad (Monash University). (2024), *The power of play in organizations: Its implications on well-being and work effectiveness.*

Journal of Organizational Behavior, Special Issue Editor with Kohyar Kiazad (Monash University), Alessandra Capezio (Australian National University), Peter Hom (Arizona State University), Brooks Holtom (Georgetown University) and Thomas Lee (University of Washington). (2023), *Stemming the tide: On the retention and careers of STEM professionals.*

Consulting Editor

Journal of Applied Psychology

Editorial Board Member

Group and Organization Management (2020)
Journal of Management
Journal of Management Studies
Journal of Business & Psychology
Journal of Business Ethics (2015-2017)
Journal of Vocational Behavior (2016-2017)
The Asia-Pacific Education Researcher (2010-2019)

Ad-hoc Reviewer

Academy of Management Journal
Applied Psychology: An International Review
Asian Journal of Social Psychology
Australian Journal of Management
Australian Journal of Psychology
British Journal of Management
European Journal of Work & Organizational Psychology
Frontiers in Psychology
Group & Organization Management
Human Relations
Human Resource Management
International Journal of Human Resource Management
International Journal of Hospitality Management
International Journal of Manpower
Journal of Applied Psychology
Journal of Applied Social Psychology

Journal of Business Ethics
Journal of Business Research
Journal of Cross-Cultural Psychology
Journal of Management
Journal of Management Studies
Journal of Organizational Behavior
Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Journal of Personnel Psychology
Journal of Vocational Behavior
Journal of Workplace Learning
Organizational Psychology Review
Personnel Psychology
Philippine Journal of Psychology
The Asia-Pacific Education Researcher
Work & Stress

Grant Reviewing

Australian Research Council (Discovery Scheme, Linkage Scheme, Discovery Early Career Research Award, Future Fellowship)
 US National Science Foundation
 University of Illinois at Urbana-Champaign Campus Research Board
 Research Foundation – Flanders (Belgium)
 Social Sciences and Humanities Research Council of Canada

Conference Reviewing

US Academy of Management
 Australian-New Zealand Academy of Management
 Australian Industrial-Organizational Psychology

Service to Professional Organization

US Academy of Management – Managerial & Organizational Cognition Division (Treasurer), 2022-present
 US Academy of Management – OB Division (International Committee), 2014-2017
 Careers Division Best Student Paper (Committee Chair), 2021

Service to the University/College/School

University of Illinois at Urbana-Champaign
 University

- Faculty Senator, Fall 2020 – Spring 2022
- Fulbright Awards Panel – Fall 2020

School of Labor and Employment Relations

- Chair, Faculty Search Committee Joint LER-Psychology (2023)
 - Member, Search Committee for Climate Jobs Institute Director (2023)
 - Chair, PhD Advisory Committee (2020 – present)
 - Member, LER-Psychology Joint Appointment Faculty Search Committee (2022)
 - Member, Academic Affairs Committee, August 2018 – present
 - Member PhD Advisory Committee, August 2018 – 2020
 - Member, Faculty Search Committee (2021)
 - Tim Judge Fellowship Ad-hoc Committee (2020, 2023)
 - Tenure and Promotions Committee, 2019 – present, Chair, 2022
-

Australian National University

University

- Human Research Ethics Committee, 2012 – May 2014

College of Business and Economics

- College Research Committee, 2012 – May 2014
- Excellence of Research in Australia (ERA Assessment) Co-Chair, 2014, 2018
- Innovation Hub Governance Committee, 2017
- Promotions Committee, 2014
- Taskforce for Research Eminence, 2015

Research School of Management

- Academic Staff Recruitment and Selection Committee, 2012, 2015, 2016
- Business Communications Course Review Committee, 2011
- Deputy Director for Research, January 2012-May 2014
- Ethics Review, 2010-2011
- Higher Degree Research Portfolio, 2011-2013, 2015-2017

University of New South Wales

School of Management

- Academic Staff Recruitment and Selection Committee, 2009
- School of Management Teaching and Learning Committee – January 2009 – June 2010

Professional memberships

American Psychological Association

Association of Psychological Science

Society of Industrial and Organizational Psychology

US Academy of Management (AoM)

REFERENCES

Professor 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

Professor Anne O’Leary-Kelly

Senior Associate Dean and William R. & Cacilia Howard Chair in Management

Department of Management

Sam M. Walton College of Business

University of Arkansas, USA

E-mail: aokelly@uark.edu

Professor Nadya Fouad

University Distinguished Professor and Mary and Ted Kellner Endowed Chair of Educational Psychology

Department of Educational Psychology

University of Wisconsin-Milwaukee, USA

E-mail: nadya@uwm.edu

Professor Christian Kiewitz

Professor of Management

Management/Marketing Department
School of Business Administration
University of Dayton, USA
E-mail: ckiewitz1@udayton.edu
