

CELIA MOORE

ASSOCIATE PROFESSOR, DEPARTMENT OF MANAGEMENT AND TECHNOLOGY

BOCCONI UNIVERSITY, VIA ROENTGEN I, MILAN 20136 ITALY

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Academic Positions

Associate Professor (with tenure), Bocconi University, Milan, Italy	2016-present
Assistant Professor, Organisational Behaviour, London Business School, UK	2007-2016
Residential Fellow, Edmond J. Safra Center for Ethics, Harvard University	2011-2012
Visiting Scholar, Organizational Behavior Group, Harvard Business School	2011
Lecturer, Rotman School of Management, University of Toronto	2005-2007

Education

Ph.D.	University of Toronto, Toronto, Canada; Organizational Behaviour Dissertation: <i>Moral Disengagement in Processes of Organizational Corruption</i> Hugh Gunz (chair), J. Mark Weber & Jennifer Berdahl, Ann E. Tenbrunsel (external)	2008
M.P.A.	Columbia University, New York, USA; Labour Concentration	1999
B.A. (Hons.)	McGill University, Montreal, Canada; Philosophy Major	1995

Awards and Honors

Finalist, Best Paper, Sustainability, Ethics, and Entrepreneurship (SEE) Conference	2016
Finalist, Best OMT Empirical Paper on Environmental and Social Practice	2015
Finalist, Best Paper in 2012, <i>Personnel Psychology</i>	2014
AOM Showcase Symposium, "Studying Ethical Behavior in the Field"	2012
Winner, Organization Science Dissertation Proposal Competition	2006
Finalist, "Excellence in Ethics" Dissertation Proposal Competition, Notre Dame	2006

Publications

Journal Articles

- Oç, B., Bashshur, M., & Moore, C. (in press). Head above the parapet: How minority subordinates influence group outcomes and the consequences they face for doing so. *Journal of Applied Psychology*.
- Moore, C., Mayer, D. M., Chiang, F., Crossley, C.D., [†]Karlesky, M. J., & Birtch, T.T.A. (in press). Leaders matter morally: The role of ethical leadership in shaping moral cognition and misconduct. *Journal of Applied Psychology*.
- Pozner, J-E., Mohliver, A. C. & Moore, C. (in press). Shine a light: How firm responses to announcing earnings restatements changed after Sarbanes-Oxley. *Journal of Business Ethics*.

- Oc, B.*, Moore, C.*, & Bashshur, M. R. (2018). When the tables are turned: The effects of the 2016 U.S. Presidential election on in-group favoritism and out-group hostility. *PLOS ONE*, *13*(5), e0197848.
- Moore, C., †Lee, S., †Kim, K., & Cable, D. (2017). The advantage of being oneself: The role of self-verification in successful job search. *Journal of Applied Psychology*, *102*(11), 1493-1513.
- †Stuart, H. C., & Moore, C. (2017). Shady characters: The implications of illicit organizational roles for resilient team performance. *Academy of Management Journal*, *60*(5), 1963-1985.
- †Derfler-Rozin, R., Moore, C., & Staats, B. (2016). Reducing rule breaking through task variety: How task design supports deliberative thinking. *Organization Science*, *27*, 1361-1379.
- Moore, C.*, & Pierce, L*. (2016). Reactance to transgressors: Why authorities deliver harsher penalties when the social context elicits expectations of leniency. *Frontiers in Psychology*, *7*(550), 1-17.
- Moore, C. (2015). Moral disengagement. *Current Opinion in Psychology*, *6*, 199-204.
- Moore, C., & Gino F. (2015) Approach, ability, aftermath: A psychological process model to understand unethical behavior at work. *Academy of Management Annals*, *9*, 235-289.
- †Oç, B., Bashshur, M., & Moore, C. (2015). Speaking truth to power: The effect of candid feedback on how individuals with power allocate resources. *Journal of Applied Psychology*, *100*, 450-463.
- Moore, C., & Tenbrunsel, A. E. (2014). Just think about it? Cognitive complexity and moral choice. *Organizational Behavior and Human Decision Processes*, *123*, 138-149.
- Weber, J. M. & Moore, C. (2014). Squires: Key followers and the social facilitation of charismatic leadership. *Organizational Psychology Review*, *4*, 199-227.
- Moore, C., & Gino, F. (2013). Ethically adrift: How others pull our moral compass from True North, and how we can fix it. *Research in Organizational Behavior*, *33*, 53-77.
- †Ruedy, N., Moore, C., Gino, F., & Schweitzer, M. (2013). Cheater's high? The unexpected affective benefits of unethical behavior. *Journal of Personality and Social Psychology*, *105*, 531-548.
- Moore, C., Detert, J. R., Treviño, L. K., Baker, V. L., & Mayer, D. M. (2012). Why employees do bad things: Moral disengagement and unethical organizational behavior. *Personnel Psychology*, *65*, 1-48.
- *Finalist for best paper in *Personnel Psychology*, 2012
- *Scale reprinted in: Lewicki, R. Barry, B., & Saunders, D. (2014). *Negotiation: Readings, Exercises, and Cases* (7th ed.). New York: McGraw-Hill.
- Moore, C. (2008). Moral disengagement in processes of organizational corruption. *Journal of Business Ethics*, *80*(1), 129-139.
- Tharenou, P., Saks, A., & Moore, C. (2007). A review and critique of research on training and organizational-level outcomes. *Human Resource Management Review*, *17*(3), 251-273.

Berdahl, J., & Moore, C. (2006). Workplace harassment: Double jeopardy for minority women. *Journal of Applied Psychology*, 91, 426-436.

Latham, G., Almost, J., Mann, S., & Moore, C. (2005). New developments in performance management. *Organizational Dynamics*, 33(1), 77-87.

*One of the top five most frequently downloaded articles published in the journal 2003-2007

Book Chapters

Moore, C. (2016). Always the hero to ourselves: The role of self-deception in unethical behavior. In J.-W. van Prooijen & P. A. M. Van Lange (Eds.), *Cheating, corruption, and concealment* (pp. 98-119). Cambridge, UK: Cambridge University Press.

Palmer, D., & Moore, C. (2016). Social networks and organizational wrongdoing in context. In D. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational wrongdoing* (pp. 203-234). Cambridge, UK: Cambridge University Press.

Moore, C. (2009). Psychological perspectives on corruption. In D. De Cremer, (ed.), *Psychological Perspectives on Ethical Behavior and Decision Making* (pp. 35-71). Charlotte, NC: Information Age Publishing.

Moore, C., Gunz, H.P., & Hall, D.T. (2007). Tracing the roots of career theory. In H. Gunz & M. Peiperl (Eds.), *Handbook of Career Studies* (pp. 13-38). Thousand Oaks, CA: Sage.

Moore, C., Gunz, H.P., & Hall, D.T. (2006). History of career studies. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of Career Development* (Vol. 1, pp. 346-352). Thousand Oaks, CA: Sage.

Meyers, R., Berdahl, J., Brashers, D., Considine, J., Kelly, J., Moore, C., Peterson, J., & Spoor, J. (2005). Feminist perspectives on small groups. In M. Poole & A. Hollingshead (Eds.), *Theories of small groups: Interdisciplinary perspectives* (pp. 241-276). Thousand Oaks, CA: Sage.

Book Review

Moore, C. (2015). Review of *Obstacles to ethical decision-making: Mental models, Milgram and the problem of obedience*, by P. H. Werhane, L. P. Hartman, C. Archer, E. E. Englehardt, & M. S. Pritchard, Cambridge University Press, 2013. In *Business Ethics Quarterly*. 25(1).

Work in Progress

Requested Revisions

Moore, C., & †Wakeman, S.W., & Gino, F. Dangerous expectations: When breaking rules helps resolve dissonance triggered by disconfirmed performance expectancies. Revision requested at *Personality and Social Psychology Bulletin*.

Paolino, C., Cappetta, R., & Moore, C. Letting go or holding back? Positive error framing, absorption, and training effectiveness. Revision requested at *Journal of Applied Psychology*.

†Wakeman, S.W., & Moore, C. A counterfeit competence: After threat, cheating boosts one's self-image. Revision requested at *Journal of Experimental Social Psychology*.

Under Review

†Trombini, C., Bowles, H. R., & Moore, C. Can values affirmation reduce gender bias? Decreasing men's backlash toward women.

†Wilhelmy, A., Moore, C., †Stühlinger, M., Kim, K., Taphuntsang, D., König, C., & Lee, S. Y. Does authentic self-expression in job interviews help secure offers, even if it reveals negative information about the self?

Working Papers

†Andor, A., Moore, C., & Oetl, A. Was it worth it? The costs—and benefits—of collaborating with a fraudster.

Mohliiver, A. C., Pozner, J-E., & Moore, C. The usual suspect: Using CEO replacement to substitute for legislative certification after misconduct.

*Moore, C., *Mohliiver, A. C., Stuart, H. C. & Pozner, J-E. Repeat offenders: How the consequences of firm misconduct abate across incidents.

†Wakeman, S.W., & Moore, C. Rewarding deviants: Unethical behavior as a signal of one's communal value.

Research in Progress

†Andor, A., Bollmann, G., †Götz, M., & Moore, C. The antecedents, correlates, and consequents of moral disengagement: A meta-analysis.

Moore, C., & Kouchaki, M. The morally problematic consequences of performance pressure.

Moore, C. & Oç, B. Do snakes get ahead? The role of moral disengagement in organizational advancement.

*Moore, C., *O'Neill, O., & *Workman, K. The experience and outcomes of moral distress at work.

Moore, C. & †Sankaran, K. Disobedience to authority: Individuals' resistance to illegitimate demands from those in power.

Moore, C., †Sankaran, K., †ten Brinke, L., & Carney, D. Do liars have more fun? Positive emotions and emotional ambivalence following deception.

†a Ph.D. student or post-doc when the project began; *equal contributions

Google Scholar (as of August 23, 2018)

Citations: 2132

H-Index: 16i

I0-Index: 16

Presentations

Refereed Conference/Symposia Presentations (Last Five Years Only)

- Mohliiver, A. C., Pozner, J-E., & Moore, C. (2018, September 17-19). The usual suspect: Using CEO replacement to substitute for legislative certification after misconduct. Paper presented at the Strategic Management Society Conference, Paris, France.
- Andor, A., & Moore, C. (2018, August). *The costs and benefits of collaborating with a fraudster*. Paper presented at the Academy of Management, Chicago, IL.
- Wakeman, S. W. & Moore, C. (2018, August). *Rewarding deviants: Unethical behavior as a signal of one's communal value*. Paper presented at the Academy of Management, Chicago, IL.
- Mohliiver, A. C., Pozner, J-E., & Moore, C. (2017, December 17-19). The usual suspect: Using CEO replacement to substitute for legislative certification after misconduct. Paper presented at the Israel Strategy Conference, Haifa, Israel.
- Noval, L., Wakeman, S. W. & Moore, C. (2017, August 7). Ego beware: Cheating increases with ego-involvement in tasks. Paper presented at the symposium “*Cheating in the Workplace: New Directions in Theory and Research*” at the Annual Academy of Management Meeting, Atlanta, GA.
- Moore, C. (2017, August 8). The morally problematic consequences of performance pressure. Paper presented at the symposium “*New Perspectives on Moral Agents in the Workplace*” at the Annual Academy of Management Meeting, Atlanta, GA.
- Oç, B., Bashshur, M., & Moore, C. (2017, August 8). *Head above the parapet: The influence of minority subordinates on group outcomes*. Paper presented at the Annual Academy of Management Meeting, Atlanta, GA.
- Wakeman, S. W. & Moore, C. (2017, July 21-22). *Good citizens: Unethical behavior as a signal of one's communal value*. Paper presented at InGroup, St. Louis, MO.
- Moore, C., Cohen Mohliiver, A., Pozner, J-E., & Stuart, C. (2016, July 8). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at EGOS, stream on Scandals and Organization Studies, Naples, Italy.
- Moore, C., Cohen Mohliiver, A., Pozner, J-E., & Stuart, C. (2016, June 24). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at the Society for the Advancement of Socio-Economics, stream on Market Morals, Taboo Categories and Redefined Legitimacy, Berkeley, CA.
- Moore, C., Cohen Mohliiver, A., Pozner, J-E., & Stuart, C. (2016, May 17). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at the Sustainability, Ethics, and Entrepreneurship Conference, Denver, CO.
- Pozner, J-E., Cohen Mohliiver, A. & Moore, C. (2015, August 11). *Paying attention to misconduct: Explaining changes in corporate responses to earnings restatements after Sarbanes-Oxley*. Paper presented at the Academy of Management, Vancouver, British Columbia.

- Moore, C., Lee, S.Y., & Kim, K. (2014, August 5). The advantage of being oneself: The role of self-verification in successful job search. Paper presented at the symposium “*Authenticity in the Workplace: Highlighting Costs and Bridging Conceptualizations*” at the Academy of Management, Philadelphia, PA.
- Moore, C. & Wakeman, S. W. (2014, August 5). Dangerous expectations: Breaking rules to resolve cognitive dissonance. Paper presented at the symposium “*Moral Psychology at Work: Using Moral Psychology to Understand Organizational Problems*” at the Academy of Management, Philadelphia, PA.
- Wakeman, S. W., & Moore, C. (2014, August 5). Competence by any means: Cheating as a response to ego threat. Paper presented at the symposium “*Behavioral Ethics: Pushing The Boundaries Of An Emerging Field*” at the Academy of Management, Philadelphia, PA.
- Stuart, H.C., & Moore, C. (2014, January 6). *Hard to replicate, hard to replace: The unique value of informal roles in teams*. Paper presented at the Israel OB Conference, Tel Aviv.
- Moore, C., Wakeman, S. W., & Gino, F. (2013, November 18). *Dangerous expectations: How dissonance triggered by disconfirmed expectations can lead to rule-breaking*. Paper presented at the Society for Judgment and Decision Making, Toronto, Canada.
- Oç, B., Bashshur, M., & Moore, C. (2013, August 12). *Stooges and squeaky wheels: The role of followers in shaping leader fairness*. Paper presented at the Academy of Management, Orlando, FL.
- Moore, C., Gino, F., & Wakeman, S. W. (2013, June 27). *Competence by any means: Cheating as a response to ego threat*. Paper presented at the Third International Workshop on Organizational Justice and Behavioral Ethics, Centre for Research in Management, University of Toulouse, France.

Symposia/Professional Development Workshops (Last Five Years Only)

- Moore, C., Invited discussant. (2018, August). *And yet she persisted: Tools for succeeding as a woman academic*. Professional Development Workshop, Annual Academy of Management Meeting, Chicago, IL.
- Moore, C., Invited participant. (2018, August). *Organizational Behavior Doctoral Consortium*. Professional Development Workshop, Annual Academy of Management Meeting, Chicago, IL.
- Moore, C., Invited discussant. (2018, August). *Behavioral Ethics Research: A Second Annual Pecha Kucha Springboard and Networking Session* (invited). Professional Development Workshop, Annual Academy of Management Meeting, Chicago, IL.
- Moore, C., Invited participant. (2017, August 5). *Organizational Behavior Doctoral Consortium*. Professional Development Workshop, Annual Academy of Management Meeting, Atlanta, GA.
- Moore, C., Invited speaker. (2017, August 5). *Behavioral Ethics Research: A Second Annual Pecha Kucha Springboard and Networking Session* (invited). Professional Development Workshop, Annual Academy of Management Meeting, Atlanta, GA.

Moore, C., Invited Panelist (2016, August 6). *The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty* (Invited panelist). Professional Development Workshop, Annual Academy of Management Meeting, Anaheim, CA.

Moore, C., Invited Panelist (2014, August 1). *The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty* (Invited panelist). Professional Development Workshop, Annual Academy of Management Meeting, Philadelphia, PA.

Invited Talks

2019: Olin School of Business, Washington University in St. Louis

2018: University of Pisa

University of Basel

Michael J. Foster School of Business, University of Washington

Sauder School of Business, University of British Columbia

University College London

2017: University of Zurich

2016: London School of Economics

Johnson School of Management, Cornell University

University of Southampton, UK

2015: Darden School of Business, University of Virginia

John F. Kennedy School of Government, Harvard University

Questrom School of Business, Boston University

University of Illinois at Urbana-Champaign

Smeal College of Business, Penn State University

Bocconi University, Milan, Italy

European School of Management and Technology (ESMT)

Deshautels Faculty of Management, McGill University

2014: Robert H. Smith School of Business, University of Maryland

Ross School of Business, University of Michigan

Centre for Leadership, Ethics, and Diversity (LEAD), University of Sussex

Ben Gurion University of the Negev, Israel

2012: Aston University, Birmingham, UK

Imperial College, London, UK

2011: Harvard Business School

David Eccles School of Business, University of Utah

2007: Harvard Business School

McGill University, Canada

Ryerson University, Canada

2006: Queen's University, Canada
London Business School, UK
Brock University, Canada

Invited External Presentations (Last Five Years Only)

Measuring up: Using formal & informal systems to make a difference

- Government Operational Research Service, London, UK. (October 23, 2018)
- New York University School of Law Program on Corporate Compliance and Enforcement, New York, NY. (October 12, 2018)
- IMPACT 2018: Ethics and Compliance Initiative's Annual Conference, Baltimore, MD. (May 2, 2018)

How the Banking Standards Board assesses 'fuzzy' human behaviour and culture concepts at banks (with Qamar Zaman)

- Operational Research Society, Annual Analytics Summit, London, UK. (June 12, 2018)

Organizational obstacles to ethical decision making

- Annual Compliance Conference at Nationwide Building Society, Swindon, UK. (September 19, 2018)
- U.K. leadership team, Zurich Insurance, London, UK. (April 24, 2018)
- Banking Standards Board, London, UK (January 23, 2018)
- European Business Ethics Forum, London, UK. (February 3, 2017)

Ethical customer engagement

- Board of Directors, Zurich Insurance, London, UK. (September 18, 2018)

Transforming culture in financial services

- Financial Conduct Authority, London, UK. (March 19, 2018)

The morally problematic consequences of performance pressure.

- Society and Organizations Research Day, HEC, Paris, France. (May 31, 2017)

Behavioral ethics and moral disengagement

- Ethics and Compliance Initiative Fellows Meeting, Arlington, VA. (January 20, 2017)

Dangerous expectations: Breaking rules to resolve cognitive dissonance

- Excellence in Ethics Conference, University of Notre Dame, South Bend, IN. (May 9, 2014)

Teaching

Classes Taught

Bocconi University, Milan, Italy

- *Managing People in Organizations*, MBA, 2018-

- *Leadership and Power*, Master's level elective, 2016-
- *Collaborative Competencies*, Master's level core course, 2016-
- *Seminar in Organizational Behavior*, Ph.D. course, 2016-

Imperial College, London, UK

- *Organizational Behavior*, MBA level course, 2017

London Business School, London, UK

- *Corporate Social Responsibility*, EMBA level core course, 2008, 2010-2016
- *Ethics and Corporate Social Responsibility*, MBA level core course, 2007-2011
- *Business, Government and Society*, MBA level core course, 2012-present
- *Managing Innovation and Change*, EMBA International Assignment (India), 2008-2009, 2012-2013
- *Stakeholder Engagement*, EMBA International Assignment (South Africa), 2015-2016
- *Seminar in Ethics*, Ph.D. course, 2007

University of Toronto

- *Human Resource Management (MGT460)*, Upper level undergraduate course, 2006
- *Organizational Behaviour (MGT262)*, Introductory undergraduate course, 2005

Supervisory Work

Krithiga Sankaran (Ph.D., Organizational Behavior, Ph.D. expected 2021). David Eccles School of Business, University of Utah.

Chiara Trombini (Ph.D., Management, Ph.D. expected 2018). Bocconi University.

Agnes Andor (Ph.D., Management, Ph.D. expected 2018). Bocconi University.

S. Wiley Wakeman (Ph.D., Organisational Behaviour, Ph.D. 2018). London Business School. Placement: Stockholm School of Economics, 2018-

S. Wiley Wakeman (MA Psychology, 2012). University College London. External Supervisor.

Executive Education – Program Design and Delivery

Bocconi University: *Women's Leadership Program*, two three-day modules for emerging women leaders

London Business School: *The Good Business*, three-module consortium program on the role of morality in capitalism

International Anti-Corruption Academy (Vienna): *The Psychology of Corruption*, two-day program on the psychological underpinnings of corruption

Institute of Chartered Accountants in England and Wales [ICAEW] (London): *Integrity in Finance*, two-day program on leading teams to resist unethical behaviour

National Health Service (UK): *Ethical Mentoring*, one-day program on becoming a moral role model within one's organization

Brookings Institution (Washington, DC): *Ethics in Action: Leading with Integrity*, 2-day program on values-based leadership

Executive Education – Ad Hoc Teaching

Bocconi University: Frankfurt School of Management

London Business School: *Proteus*, custom programs for Nestlé, Rabobank, and Kuwait Oil

Harvard Business School (Boston), Accenture (Oxford), Prudential (Singapore),
Digital Realty (Chicago)

Teaching Materials Developed

Faculty lead on the team that won the bid for a £240 grant from The Pears Foundation to develop cases on social responsibility. Cases are all available at The Case Centre (www.thecasecentre.org).

Wakeman, S. W., & Moore, C. (2014). Kweku Adoboli at UBS. *London Business School*. Ref. no. 714-004-1.

Wakeman, S. W., & Moore, C. (2014). Kweku Adoboli at UBS: Teaching note. *London Business School*. Ref. no. 714-004-8.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone (A): Rohit. *London Business School*. Ref. no. 712-039-1.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone (A): Bill. *London Business School*. Ref. no. 712-040-1.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone. Teaching note. *London Business School*. Ref. no. 712-039-8.

Sucher, S., & Moore, C. (2012). Chris and Alison Weston. Teaching note. *Harvard Business School*, Prod. # 613018.

Sucher, S., & Moore, C. (2011). Chris and Alison Weston (A), (B) & (C). *Harvard Business School*, Prod. # 612019, 612020, 612021.

Sucher, S., & Moore, C. (2011). A note on moral disengagement. *Harvard Business School*, N9-612-043. Prod. #: 612043.

Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Maintaining socially responsible values during growth (A) & (B). *London Business School*. Ref. no. 712-037-1, 712-038-1.

Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Teaching note. *London Business School*. Ref. no. 712-037-8.

Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Maintaining socially responsible values during growth. Supplementary Video. *London Business School*. Ref. no. 712-037-3.

Research Reports and Policy Papers

Latham, G., Almost, J., Mann, S., & Moore, C. (2003). *The Science and Practice of Performance Appraisal: Recommendations for the Canadian Forces*. Submitted at the request of the Ministry of National Defense.

- Moore, C., & Spinks, N. (2002). *Report on Working Parents with Gravely Ill Children, Part III: Extraordinary Care—The Voice of Canadian Parents*. Submitted at the request of Human Resources Development Canada & the Canadian Alliance for Children's Healthcare.
- Moore, C. (2001). *Report on Working Parents with Gravely Ill Children, Part II*. Submitted at the request of Human Resources Development Canada.
- Catalyst. (1999). *Catalyst Census of Women Corporate Officers of Canada*. New York: Catalyst.
- (1998). *Catalyst Census of Women Board Directors of Canada*. New York: Catalyst.

Professional Activities

Academy of Management

Member of the Ethics Adjudication Committee, 2018-

Ad hoc reviewer

Management Journals: *Organization Science, Academy of Management Journal, Administrative Science Quarterly, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Strategic Management Journal, Management Science, Personnel Psychology, Journal of Business Ethics, Business Ethics Quarterly, Organization and Environment*

Psychology Journals: *Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Frontiers in Psychology, Basic and Applied Social Psychology, Cognition, Journal of Cross-Cultural Psychology, Journal of Economic Psychology*

Book Publishers: *Routledge, Cambridge University Press*

Reviewer

Organization Science Dissertation Proposal Competition (2006-), Academy of Management Annual Conference (OB 2005-, OB Division Outstanding Reviewer Award, 2007, SIM 2005, Conflict Management 2005-, Careers, 2005-2007)

Judge

William H. Newman Award Committee for Best Paper Based on a Dissertation, Academy of Management, 2018

Society for Business Ethics' Best Dissertation Award Committee, 2016-2020

Outstanding Case Teacher Award, The Case Center, 2015-2016

OB Division Best Paper Award, Academy of Management, 2014

Excellence in Ethics Dissertation Competition, University of Notre Dame, 2013, 2014

External Visibility

- Member of the Assessment Steering Committee, Banking Standards Board, London UK, 2016-
The BSB is an independently led body that promotes high standards of behaviour and competence across the UK banking industry.

- **Ethics & Compliance Initiative, Academic Fellow, Washington DC, 2016-**
The ECI is a non-profit organization that empowers its members across the globe to operate their businesses at the highest levels of integrity.
- **Ethical Systems, Collaborator, 2016-**
Ethical Systems is a group of academics and practitioners who work on improving ethical cultures and behaviors within organizations through research
- **Parliamentary Commission on Banking. London UK, November, 2012**
The Commission was appointed by both Houses of Parliament to report on professional standards and culture of the UK banking sector, and to recommend legislation and other action.

Selected Media Mentions

New York Times, Financial Times (UK), the Economist, the Wall Street Journal, the Telegraph (UK), the Washington Post, Forbes, Business Week, Psychology Today, TIME Magazine, Fast Company, HR Magazine, as well as on CNN, Huffington Post, HBR.com, and Slate.Com.

Selected Radio Interviews

BBC World Service, BBC, Canadian Broadcasting Company (National Radio), and Sirius XM.

Individual Grants

AIC Institute for Corporate Citizenship Research Grant (\$3,600)	2007
Social Sciences & Humanities Research Council Doctoral Fellowship (\$20,000)	2005-2006
Ontario Graduate Scholarship (\$15,000, declined)	2005-2006
University of Toronto Open Doctoral Fellowship (\$23,000 annually)	2002-2007

Professional Experience

Work-Life Harmony, Toronto ON, Principal 2000-2002

Principal in a boutique HR consulting firm; advised public and private sector clients on creating more supportive work environments; supported the Canadian government (HRDC) to expand national employment insurance to support employees with gravely ill family members.

Catalyst Inc., New York NY, Senior Associate 1996-2000

Principal investigator for the *Catalyst Census of Women Corporate Officers and Top Earners in Canada (1999)*, and the *Catalyst Census of Women Board Directors of Canada (1998)*; managed major consulting contracts for two large Canadian organizations (telecommunications and banking); opened Catalyst's first satellite office, in Toronto.

Ms. Magazine, New York NY, Editorial Offices 1995

Worked with the international editor and in the research department.