

CELIA MOORE

PROFESSOR OF ORGANISATIONAL BEHAVIOUR

DEPARTMENT OF MANAGEMENT, IMPERIAL COLLEGE BUSINESS SCHOOL

SOUTH KENSINGTON, LONDON SW7 2AZ, UNITED KINGDOM

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Academic Positions

Professor, Imperial College Business School, London, UK	2019-
Associate Professor (with tenure), Bocconi University, Milan, Italy	2016-2019
Assistant Professor, 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	1995

Publications

Journal Articles

DeCremer, D. D., & Moore, C. (in press). Towards a better understanding of behavioral ethics in the workplace. *Annual Review of Organizational Psychology and Organizational Behavior*.

Moore, C., Mayer, D. M., Chiang, F., Crossley, C.D., [†]Karlesky, M. J., & Birtch, T.T.A. (2019). Leaders matter morally: The role of ethical leadership in shaping moral cognition and misconduct. *Journal of Applied Psychology*, 104(1), 123-145.

Oç, B., Bashshur, M., & Moore, C. (2019). Head above the parapet: How minority subordinates influence group outcomes and the consequences they face for doing so. *Journal of Applied Psychology*, 104(7), 929-945.

[†]Wakeman, S.W., Moore, C., & Gino, F. (2019). A counterfeit competence: After threat, cheating boosts one's self-image. *Journal of Experimental Social Psychology*, 82, 253-265.

Pozner, J-E., Mohliver, A. C. & Moore, C. (2018). Shine a light: How firm responses to announcing earnings restatements changed after Sarbanes-Oxley. *Journal of Business Ethics*, 160(2). 427-443.

- *Oç, 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.

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

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).

Google Scholar (as of December 10, 2019): Citations: 3001; H-Index: 17; i10-Index: 19

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*.

Under Review

†Wakeman, S.W., Yang, P., & Moore, C. Rewarding deviants: Weighing commitment and liability in the selection of rule breakers.

*Mohliver, A. C., *Pozner, J-E., & Moore, C. The usual suspect: The effect of legislative certification on the use of CEO replacement as a stigma-avoidance strategy.

Working Papers

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

Paolino, C., Cappetta, R., & Moore, C. Letting go or holding back? Positive error framing, absorption, and training effectiveness.

†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?

Research in Progress

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

Moore, C., Morrison, E.W., & Coombs, K. Vessels for voice: An organizational field experiment.

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

Moore, C. & Oç, B., & De Cremer, D. Reading leaders: The role of literary fiction in leadership effectiveness.

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.

Presentations

Refereed Conference/Symposia Presentations (Last Five Years Only)

- Moore, C., & Oc, B. (2019, August 11-13). Do snakes get ahead? The role of moral disengagement in career advancement. Paper presented at the symposium “*Consequences of Unethical Behavior at Work*” at the Annual Academy of Management Meeting, Boston, MA.
- Wakeman, S. W., Yang, P., & Moore, C. (2019, July 4-6). *Rewarding deviants: Unethical behavior as a signal of one’s communal value*. Paper presented at the 35th EGOS Colloquium, Edinburgh, U.K.
- 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 Mohliver, 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 Mohliver, 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. (2104, 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.

Symposia/Professional Development Workshops (Last Five Years Only)

- Moore, C. Invited participant. (2019, August). *Acing the job talk: Tips from experts and recent grads*. Professional Development Workshop, Annual Academy of Management Meeting, Boston, MA.
- Moore, C., DeCelles, K., & Andor, A. Organizer and discussant (2019, August). *Ethics at the fringe: Using novel methods & data to answer imperative questions in behavioral ethics*. Symposium, Annual Academy of Management Meeting, Boston, MA.
- Moore, C., Invited participant. (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 Academic Talks

- 2019: University of Groningen
INSEAD
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
Imperial 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)
Deshauteles 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)

Reading leaders: The role of literary fiction in leadership effectiveness

- New Directions in Leadership Research Conference, Duke University (June 20-21, 2019)

Persistent misconduct – Beyond traditional approaches

- Federal Reserve Bank of New York, 5th Annual Culture Conference (June 4, 2019)

Whistleblowing as protected speech

- Ethics By Design Conference, Ethical Systems, NYU (March 15, 2019)

Do snakes get ahead? The role of moral disengagement in organizational advancement

- Micro Meets Macro Conference, Arizona State University (February 21, 2019)

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

Imperial College, London, UK

- *Organizational Behavior*, MBA level course, 2017, 2019-
- *Leadership*, MBA Elective, 2019-

Bocconi University, Milan, Italy

- *Managing People in Organizations*, MBA, 2019
- *Leadership and Power*, Master's level elective, 2016-2018
- *Collaborative Competencies*, Master's level core course, 2016-2019
- *Seminar in Organizational Behavior*, Ph.D. course, 2016-2019
- *Ethics in Organizations*, D.B.A. course, 2019

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

Huai-Ching Liu (Ph.D., Organizational Behavior, expected 2022). Bocconi University. Chair.

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

Agnes Andor (Ph.D., Management, 2019). Bocconi University. Chair. Placement: Post Doc, Mendoza College of Business, University of Notre Dame.

Chiara Trombini (Ph.D., Management, 2019). Bocconi University. Co-chair with Hannah Riley Bowles, Kennedy School of Government, Harvard University. Placement: Post Doc, INSEAD.

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

Maitane Elorriaga Rubio (Ph.D., Strategy, 2018). Copenhagen Business School. External referee.

Executive Education – Program Design and Delivery

Bocconi University: *Women's Leadership Program*, three-day module 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: Senior Leadership Program, Frankfurt School of Management, Value Creation in Luxury Markets

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.

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, “ <i>Studying Ethical Behavior in the Field</i> ”	2012
Winner, Organization Science Dissertation Proposal Competition	2006
Finalist, “Excellence in Ethics” Dissertation Proposal Competition, Notre Dame	2006

Professional Activities

Academy of Management

- Representative-at-Large, OB Division, 2019-
- Member of the Ethics Adjudication Committee, 2018-
- Best Paper in Organizational Behavior Award Committee, 2014, 2019
- William H. Newman Award Committee for Best Paper Based on a Dissertation, 2018

Editorial Activities

- Editorial Board: *Personnel Psychology* (2019-)
- Ad Hoc Reviewing for 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*
- Ad Hoc Reviewing for 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

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

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

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 how to create more supportive work environments, including the Canadian government (HRDC) to expand national employment insurance to cover employees with gravely ill family.	
Catalyst Inc. , New York NY, Senior Associate	1996-2000
Principal investigator for the <i>Catalyst Census of Women Corporate Officers and Top Earners in Canada</i> (1999), and the <i>Catalyst Census of Women Board Directors of Canada</i> (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.	