

Ivona Hideg

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ACADEMIC POSITION

July 2012- Assistant Professor of Organizational Behaviour & Human Resource Management, Lazaridis School of Business & Economics, Wilfrid Laurier University

EDUCATION

2012 Joseph L. Rotman School of Management, University of Toronto
Ph.D. in Organizational Behavior and Human Resource Management

2007 University of Waterloo
M.A.Sc. in Industrial and Organizational Psychology

2005 University of Waterloo
B.A. (Honors) Psychology & Business; HRM Specialization

2003-2004 International Student Exchange
University of Mannheim, Germany

RESEARCH INTERESTS

Diversity and equality in the workplace

- Underrepresentation of women in leadership positions
- Reactions to and support for diversity policies
- Non-native English accent and socio-economic status-based diversity

Emotions and emotion regulation

- Interpersonal effects of emotions in workplace interactions such as negotiations
 - Intrapersonal effects of emotions and emotion regulation (i.e., consequences for employees' performance and well-being)
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PUBLICATIONS ([†] denotes student co-author)

Refereed Journal Articles

Hideg, I., & Ferris, D. L. (advanced online publication, 2016). The compassionate sexist? How benevolent sexism promotes and undermines gender equality in the workplace. *Journal of Personality and Social Psychology*. doi: 10.1037/pspi0000072

Trougakos, J. P., Beal, D. J., Cheng, B. H., Hideg, I., & Zweig, D. (2015). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*, 100, 227-236. doi: 10.1037/a0038082

Liang, L. H.,[†] Adair, W. L., & Hideg, I.* (2014). When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiation and Conflict Management Research*, 7, 282-289. doi: 10.1111/ncmr.12041 *All authors have equally contributed.

Hideg, I., & Ferris, D. L. (2014). Support for employment equity policies: A self-enhancement approach. *Organizational Behavior and Human Decision Processes*, 123, 49-64. doi: 10.1016/j.obhdp.2013.11.002

Trougakos, J. P., Hideg, I., Cheng, B. H., & Beal, D. J. (2014). Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, 57, 405-421. doi: 10.5465/amj.2011.1072

Adair, W. L., Hideg, I., & Spence, J. R. (2013). The culturally intelligent team: The impact of team cultural intelligence and cultural heterogeneity on team shared values. *Journal of Cross-Cultural Psychology*, 44, 941-962. doi: 10.1177/0022022113492894

Côté, S., Hideg, I., & Van Kleef, G. A. (2013). The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, 49, 453-463. doi: 10.1016/j.jesp.2012.12.015

Hideg, I., Michela, J. L., & Ferris, D. L. (2011). Overcoming negative reactions of nonbeneficiaries to employment equity: The effect of participation in policy formulation. *Journal of Applied Psychology*, 96, 363-376. doi: 10.1037/a0020969

Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I. (2011). The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science*, 22, 1073-1080. doi: 10.1177/0956797611416251

Côté, S., & Hideg, I. (2011). The ability to influence others via emotion displays: A novel dimension of emotional intelligence. *Organizational Psychology Review*, 1, 53-71. doi: 10.1177/2041386610379257 [invited]

Invited Book Chapters

Miners, C. T. H., & Hideg, I. (2015). Emotional intelligence and competencies. In James D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences* (2nd ed., Vol 7, pp. 445-451). Oxford: Elsevier.

Trougakos, J. P., & Hideg, I. (2009). Momentary work recovery: The role of within day work breaks. In P. L. Perrewe, D. C. Ganster, & S. Sonnentag (Eds.), *Research in occupational stress and well-being: Work recovery* (Vol. 7, pp. 37-84). Oxford, UK: JAI Press.

Refereed Conference Proceedings

Hideg, I., & Ferris, D. L. (2013). Two sides of sexism: How sexist attitudes may undermine and promote gender diversity. *Academy of Management Annual Meeting Proceedings*.

Liang, L. H.,[†] Hideg, I., & Adair, W. L. (2013). When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines. *Academy of Management Annual Meeting Proceedings*.

Trougakos, J.P., Hideg, I., & Cheng, B.H. (2011). Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue. *Academy of Management Annual Meeting Proceedings*.

Manuscripts Under Review

Please contact the author (not listed to protect blind peer-review process).

SELECTED WORKING PAPERS

In Preparation for Journal Submission

Hancock, S.,[†] Hideg, I., & Shen, W. Helping or hindering: An interactive effects of employee accent and gender at work. [Target: *Academy of Management Journal*]

Hideg, I. The underrepresentation of women in leadership positions: A resource-based perspective. [Target: *Academy of Management Review*]

Hideg, I., & Wilson, A. E. History backfires: Reminders of past injustices against women undermine support for workplace policies promoting women. [Target: *Journal of Applied Psychology*]

Data Collection, Analysis, and Study Planning Stage

Hideg, I., Ferris, D. L., & Fisher, P. [†] (data analysis stage). Reactions to socioeconomic status-based diversity policies.

Kirolikar, S., [†] & Hideg, I. (study design stage). When women may be attracted to precarious leadership positions.

Marques, T., [†] Patient, D., & Hideg, I. (study design stage). When fairness is unfair: How promoting organizational justice might harm women's careers.

Saldanha, F., [†] & Hideg, I. (data collection stage). Benevolent sexism climate: A model for examining its emergence and consequences in workgroups.

AWARDS & HONORS

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| 2016 | Visiting Faculty, Católica Lisbon School of Business & Economics (Portugal), Organizational Behavior Group (visited for the month of June, 2016) |
| 2016 | Early Researcher Award (value: \$150,000)
Ontario Ministry of Research and Innovation |
| 2016 | Academic Vice President's Course Remission for Scholarly Activity |
| 2015 | Outstanding New Scholar Award
Lazaridis School of Business & Economics, Wilfrid Laurier University |
| 2015 | Honorable Mention Award for a poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, California |
| 2015 | Merit Award, Wilfrid Laurier University |
| 2015 | Academic Vice President's Course Remission for Scholarly Activity |

2014	Keynote Speaker at Gender, Diversity, and Inclusion Symposium at RMIT University, Melbourne
2014	International Visiting Fellowship, RMIT University, Melbourne, Australia (\$9,850 AUD)
2014	Nomination for GDO (Gender & Diversity in Organizations) Executive Committee Representative-at-Large
2014	Outstanding Reviewer Award, OB Division, Academy of Management
2014	Merit Award, Wilfrid Laurier University
2014	Academic Vice President's Course Remission for Scholarly Activity
2013	Best Paper Proceedings, GDO Division, Academy of Management
2013	Nomination for the 2013 Carolyn Dexter Best International Paper Award, Conflict Management Division, Academy of Management
2013	Outstanding Reviewer Award, GDO Division, Academy of Management
2013	Merit Award, Wilfrid Laurier University
2013	Dean's Commendations for Teaching Excellence School of Business & Economics, Wilfrid Laurier University
2012	Best Poster Award, Industrial/Organizational Psychology Section, Canadian Psychological Association
2011	Award for Best Competitive Conference Paper, OB Division, Academy of Management (\$1,000)
2011	Best Paper Proceedings, Organizational Behavior Division, Academy of Management
2011	Excellence in Teaching Award, Rotman School of Management
2010	Outstanding Reviewer Award, OB Division, Academy of Management
2008	Finalist for Best Master's Thesis Award, International Alliance for Human Resources Research
2006	RHR Kendall Award Winner for best student paper, Industrial/Organizational Psychology Section, Canadian Psychological Association
2003	Natural Sciences and Engineering Research Council of Canada (NSERC) Undergraduate Student Research Award (\$5,625)
2003	J.R. Coutts International Experience Award (University student exchange in Germany) (\$1,500)

RESEARCH GRANTS

2016-2021	Early Researcher Award , Principal (Solo) Investigator
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Ontario Ministry of Research and Innovation
Value: \$150,000

- 2016-2019** Partnership Development Grant, Co-applicant (PI: Thomas O'Neill)
Other co-applicants: Chiochio, F.; Donia, M.; Steel, P.; Taras, V.; & Uggerslev, K.
Social Sciences and Humanities Research of Canada (SSHRC)
The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill
Development in Post-Secondary Education through Student-Centered Feedback
Value: \$465, 000 (total from SSHRC and partners)
- 2014-2018** Insight Grant, PI (Collaborator: D. Lance Ferris)
Social Sciences and Humanities Research of Canada (SSHRC)
Double-Edged Sword of Benevolent Sexism: How Benevolent Sexist Attitudes
Promote and Undermine Gender Diversity in the Workplace
Value: \$114,604
- 2013** Laurier Seed Grant (Internal Grant, Wilfrid Laurier University), PI
A Self-Image Threat Approach to Understanding Nonbeneficiaries' and Beneficiaries'
Reactions to Employment Equity Policies
Value: \$3,000
- 2013** Wilfrid Laurier Internal Grant for Supervision and Mentoring of Undergraduate
Research of Teodora Makaji
Value: \$6,000
- 2009-2010** AIC Institute for Corporate Citizenship Grant: Emotional Intelligence and Ethical
Decision Making (with Stéphane Côté and Jeremy Yip)
Value: \$9,880

MAJOR SELECTED COMPETITIVE SCHOLARSHIPS

- 2008-2011** Joseph-Armand Bombardier Canada Graduate Scholarship – Doctoral, SSHRC
(\$105,000)
- 2008-2009** Ontario Graduate Scholarship (OGS) (\$15,000; *declined to accept SSHRC*)
- 2006-2007** Waterloo President's Graduate Scholarship (for Recipients of Tri-Council
Scholarships and OGS) (\$10,000)
- 2006-2007** Ontario Graduate Scholarship (OGS) (\$15,000)
- 2001-2005** Queen Elizabeth II Aiming for the Top Scholarship (Government of Ontario)
(\$14,000)

REFEREED CONFERENCE PRESENTATIONS

(† denotes student co-author)

Hideg, I., & Fisher, P. A. † (August 9, 2016). Are class-based affirmative action policies more supported than race-based affirmative action policies? Paper presented at the annual meeting of the Academy of Management, Anaheim, California.

Hancock, S., † Hideg, I., & Shen, W. (August 9, 2016). *Helping or hindering? Interactive effects of employee accent and gender at work*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.

Ferris, D. L., Hideg, I., Barclay, L. J., & Makaji, T. † (August 8, 2016). Enhancing trust and forgiveness via shame displays: A social functional perspective. In T. G. Okimoto and D. R. Bobocel (chairs), *Interpersonal dynamics of forgiveness*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, California.

Hideg, I., & Ferris, D. L. (April 16, 2016). *Dialectical thinking and fairness-based perspectives on affirmative action*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Krstic, A. †, & Hideg, I. (April 15, 2016). *The effect of maternity leave length on women's career outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Beal, D. J., Trougakos, J. P., & Hideg, I. (April 14, 2016). Affective and regulatory consequences of helping and feeling helpful. In A. A. Grandey (chair), *Emotion regulation at work: Expanding our impact*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Hideg, I., Krstic, A. †, Zarina, T. & Trau, R. (August 11, 2015). Harmful or beneficial: The effect of maternity leave length on women's career outcomes. In L.M. Little (chair), *It's complicated: Organizational support of pregnant workers and new mothers*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Hideg, I., & Côté, S. (August 10, 2015). Does faking positive emotions elicit or undermine cooperation? In A. C. Homan and C. Reeck (chairs), *Emotion regulation: Responding to and effectively managing others' emotions*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Krstic, A. †, Hideg, I., & Zarina, T. (June 6, 2015). *Working in a feminine versus a masculine industry: How maternity leave length and perceptions of femininity can impact career outcomes*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario. ***Received the Best Student Paper Award from CSIOP**

Makaji, T.†, Barclay, L. J., Ferris, D. L., & Hideg, I.* (June 6, 2015). *The effects of nonverbal emotional expression of shame in public apologies on trust and forgiveness*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario.* The last three authors have contributed equally and are listed alphabetically.

Hennessey, E.,† Wilson, A. E., & Hideg, I. (February 27, 2015). *Friends or foes: Does diversity promotion in hiring undermine perceptions of excellence*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, California. ***Received Honorable Mention Award.**

Hideg, I., Lian, H., & Liang, L. H. † (August 5, 2014). Lashing out when angered by abusive supervision: Can surface acting help? In O. A. O'Neill (chair), *Emotion change: Integrating*

theoretical conceptualizations and level of analysis. Symposium conducted the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

Hideg, I., & Ferris, D. L. (August 4, 2014). *How benevolent sexism supports and undermines gender-based employment equity policies*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

Hideg, I., & Ferris, D. L. (June 21, 2014). *The compassionate sexist? How benevolent sexist attitudes may promote and undermine gender diversity*. Paper presented at the biennial conference of the International Society for Justice Research, New York City, New York.

Hideg, I., Côté, S., & Van Kleef, G. A. (May 17, 2014). *Dialectical thinking influences reactions to surface acting: A fundraising study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Liang, L. H. †, Hideg, I., & Adair, W. L. (August 13, 2013). *When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, Florida. * **Nominated for the 2013 Carolyn Dexter Best International Paper Award**.

Hideg, I., & Ferris, D. L. (August 12, 2013). *Two sides of sexism: How sexist attitudes may undermine and promote gender diversity*. Paper accepted for a presentation at the annual meeting of the Academy of Management, Lake Buena Vista, Florida. ***Rated as top 10% of all accepted submissions**. *Presentation cancelled due to a medical emergency.

Hideg, I., Ferris, D. L., Makaji, T. †, McDougall, M. †, & Siklos-Whilans, J. † (June 13, 2013). *Effects of benevolent and hostile sexism on gender diversity promotion through employment equity policies*. Paper presented at the annual meeting of the Canadian Psychological Association, Québec City, Québec.

Hideg, I., Lian, H., & Liang, L. H. † (April 12, 2013). The role of surface acting in employees' behavioral reaction to abusive supervision. In X. Xu & Y. Zhan (chairs), *Employees' management of emotional expressions within organizations*. Symposium conducted the annual meeting of the Society for Industrial and Organizational Psychology, Houston, Texas.

Hideg, I., & Côté, S. (August 7, 2012). The social effects of inauthentic happiness in fundraising: The role of dialectical reasoning. In L. L. Rees (chair), *Multi-cultural, multi-method analyses of emotion expression interpretation in organizational life*. Symposium conducted the annual meeting of the Academy of Management, Boston, Massachusetts. Featured as a **Showcase Symposium** (top 10% of accepted symposia).

Hideg, I., & Ferris, D. L. (August 6, 2012). *The role of self-image threat in nonbeneficiaries and beneficiaries' reactions to employment equity*. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

Trougakos, J. P., Cheng, B. H., Hideg, I., & Zweig, D. (August 6, 2012). *Too drained to help: A Resource depletion perspective on daily interpersonal citizenship behaviors*. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

Liang, L. H., Adair, W. L., Hideg, I., & Xiong, T. (July 13, 2012). *When should we disagree? The effect of conflict on team identity in North American and East Asian teams*. Paper presented at the 2012

Annual Conference of the International Association for Conflict Management, Cape Town, South Africa.

Liang, L. H., Adair, W. L., Hideg, I. (July, 2012). *How gender and relational closeness influence information sharing in culturally homogeneous and culture faultline teams?* Paper presented at the 21st Congress of International Association for Cross-Cultural Psychology, Cape Town, South Africa.

Liang, L. H., Au-Yeung, A., Armstrong, R., Mu, F., Hideg, I., & Adair, W. L. (June 14, 2012). *Is conflict beneficial or detrimental for team functioning? It depends on team composition.* Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, NS, Canada. * **Received Best Poster Award**

Trougakos, J. P., Hideg, I., & Cheng, B. H. (August 15, 2011). *Lunch breaks unpacked: The effect of daily lunch break activities and control over break on fatigue.* Paper presented at the annual meeting of the Academy of Management, San Antonio, Texas. * **Winner of the OB Division Award for Best Competitive Conference Paper**

Liang, L. H., Hideg, I., & Adair, W. L. (July 4, 2011). *The benefit of conflict and communication on performance in culture faultline groups.* Paper presented at the annual meeting of the International Association for Conflict Management, Istanbul, Turkey.

Hideg, I., & Côté, S. (July, 2011). *Social effects of deep and surface acted happiness: The moderating role of culture.* Paper presented at the regional conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.

Liang, L. H., Adair, W. L., & Hideg, I. (July, 2011). *Timing, communication, and conflict: A cross-cultural comparison of levels of conflict in culturally homogeneous Chinese and Canadian groups over time.* Paper presented at the regional conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.

Hideg, I., & Ferris, D. L. (June 4, 2011). *Supporting or resisting employment equity policies: The effect of self-efficacy and beneficiary status.* Paper presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario.

Hideg, I. (April 16, 2011). *How culture shapes effects of up-regulated happiness on prosocial behaviors.* Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, Chicago, Illinois.

Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I. (April 15, 2011). The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. In S. Kaplan & J. Cortina (chairs), *Understanding and managing workplace emotions: Measures, predictors, processes, and outcomes.* Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Adair, W. L., Hideg, I., Wang, Z., & Spence, J. R. (August 10, 2010). *Antecedents to third culture in culturally homogeneous and heterogeneous teams.* Paper presented at the annual meeting of the Academy of Management, Montreal, Québec.

Hideg, I., Michela, J. L., & Ferris, D. L. (August 9, 2010). *Overcoming negative reactions of nonbeneficiaries to employment equity: The effect of participation in policy formulation.* Paper presented at the annual meeting of the Academy of Management, Montreal, Québec.

Hideg, I., & Adair, W. L. (June 26, 2010). *Is conflict always detrimental for group performance: The case of faultline groups*. Paper presented at the annual meeting of the International Association for Conflict Management, Boston, Massachusetts.

Trougakos, J. P., Hideg, I., & Cheng, B. H. (May, 2010). *A multi-level-multi-source examination of the effects of lunch break activities on employees' daily job fatigue*. Paper presented the annual meeting of the International Conference of the Association of Psychology & Psychiatry for Adults & Children, Athens, Greece.

Côté, S., & Hideg, I. (August 11, 2009). The regulation of emotions in conflict resolution: Consequences for economic and relational capital. In S. Côté and D. van Knippenberg (chairs), *The social effects of emotions in organizations: Mechanisms and moderator*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, Illinois.

Hideg, I., Côté, S., & Van Kleef, G. A. (April 2, 2009). *Consequences of emotion regulation on counterpart's attitudes in conflict resolution*. Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Côté, S., Hideg, I., & Van Kleef, G. A. (August 12, 2008). A model of the strategic management of emotions in conflict resolution. In S. Wiltermuth (chair), *Effects of anger on behavior and judgment*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, California.

Adair, W. L., Soraggi, M., & Hideg, I. (August 11, 2008). Third culture and multicultural teams. In W. L. Adair (chair), *Third culture in the workplace: Refining, testing, and challenging theory*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, California.

Hideg, I., Risavy, S. D., Michela, J. L., Condie, J. L., Soraggi, M., & Tsang, K. (June 14, 2008). *Emotional intelligence development: An experiential learning approach*. Paper presented at the annual meeting of Canadian Psychological Association, Halifax, Nova Scotia.

Hideg, I., Risavy, S. D., Michela, J. L., & Derayeh, M. (June, 2007). *A model-driven program for emotional intelligence development*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Ottawa, Ontario.

Hideg, I. & Michela, J.L. (June, 2006). *Motivational effects of participation in visioning*. Paper presented at the annual meeting of the Canadian Psychological Association, Calgary, Alberta.
***Selected as the Best Student Paper at CSIOP**

OTHER CONFERENCE PRESENTATIONS

Hennessey, E.,† Wilson, A. & Hideg, I. (May, 2015). *Diversity is a dirty word: Diversity promotion in hiring undermines perceptions of excellence*. Waterloo-Western-Wilfrid Laurier (WWW) Social Psychology Conference, University of Waterloo, Waterloo, Ontario.

Hideg, I., Côté, S., & Van Kleef, G. A. (2011, March). *Social effects of inauthentic displays of anger in negotiations: The moderating role of culture*. Paper presented at the annual Southwestern Ontario I/O & OB Graduate Student Conference, Waterloo, Ontario.

Hideg, I., & Adair, W. L. (2010, May). *Explaining the conflict - group performance relationship: The moderating role of culture and gender faultlines*. Paper presented the annual meeting of the Trans-Atlantic Doctoral Conference, London, UK.

Hideg, I., & Côté, S. (2009, June). *Regulation of emotions in conflict resolution: Consequences for economic and relational capital*. Paper presented at Emotions in Organizations Conference, Ann Arbor, Michigan.

Hideg, I., & Michela, J. L. (2007, October). *Employee participation in contemporary organizations*. Paper presented at the Research Forum of the Conference on The Workplace: 2017, Waterloo, Ontario.

Adair, W. L., Soraggi, M., & Hideg, I. (2007, October). *Shared values in multinational teams: A longitudinal look at emergent third culture*. Paper presented at the Research Forum of the Conference on The Workplace: 2017, Waterloo, Ontario

Hideg, I. (2007, April). *Intrinsically motivating students in seminar courses through autonomy*. Paper presented at the annual Graduate Student Research Conference, Waterloo, Ontario.

INVITED PRESENTATIONS

2016	Católica Lisbon School of Business & Economics (Portugal), Organizational Behavior Group as a part of OB Research Conversations (June 3, 2016)
	National Science Foundation (NSF) Emotion and Work Climate Conference, Penn State University (May 11, 2016)
2015	University of Guelph, College of Business and Economics (November 11, 2015)
2014	The Hong Kong Polytechnic University, Department of Management and Marketing (December 1, 2014) University of Western Australia, OB/HRM Group (November 26, 2014) RMIT University, Melbourne, Australia (November 21, 2014) University of Waterloo, Industrial/Organizational Psychology Group (October 6, 2014)
2013	Wilfrid Laurier University, Social Psychology Group (February 15, 2013)

TEACHING

Wilfrid Laurier University Lazaridis School of Business & Economics		Teaching Ratings
Winter 2015	MSc/PhD Seminar: Diversity and Equality in the Workplace (BU828A; 5 students)	7/7*
Winter 2015	Human Resource Management (BU354) BBA core course; 2 sections (93 students)	Average: 6.1/7*
Fall 2013	Human Resource Management (BU354) BBA core course; 3 sections (134 students)	Average: 6.1/7*
Fall 2012	Human Resource Management (BU354) BBA core course; 3 sections (174 students) Course Coordinator (14 sections)	Average: 6.0/7*

****6.0 and above ratings reflect excellence in teaching at Laurier***

University of Toronto, Rotman Commerce Program

Winter 2011	Human Resource Management (RSM 460H1) 1 section (50 students) <i>Received Excellence in Teaching Award</i>	6.3/7
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Student Supervision

2016 - present	Christianne Varty, MSc in OB/HRM	Supervisor
2016 - present	Shreya Kirolikar, MSc in OB/HRM	Supervisor
2016	Mahdi Roghanizad, PhD in Management Sciences, University of Waterloo <i>Help-seeking behaviour in computer-mediated communications</i>	External examiner Defended on July 29, 2016
2015- present	Samantha Hancock, PhD in OB/HRM	Supervisor
2015- present	Anja Krstic, PhD in OB/HRM	Co-supervisor
2014 - 2015	Samantha Hancock, MSc in OB/HRM <i>Helping or hindering? An examination of accent diversity and its interaction with gender in the workplace</i> *Nominated for the top three finalists for Human Resources Research Institute Best Master's Thesis Award	Supervisor Defended on July 10, 2015
2014 - 2015	Anja Krstic, MSc in OB/HRM <i>Harmful or beneficial: The effect of maternity leave length on women's career outcomes</i> *Won the RHR Kendall Award for the Best Student Paper from the Industrial/Organizational Psychology Section of the Canadian Psychological Association in June 2015	Supervisor Defended on June 30, 2015
2014 - present	Eden Hennessey, comprehensive doctoral research project, Department of Psychology, WLU <i>Friends or foes: Does diversity promotion in hiring undermine perceptions of excellence</i> *Received Honorable Mention Award from the Society for Personality and Social Psychology in February 2015	Co-supervisor
Fall 2014 – Winter 2015	Peter Fisher, undergraduate directed research study <i>Are socioeconomic status-based diversity policies less</i>	Supervisor

contentious than race-based diversity policies?

2014-2015	Dave Whiteside, PhD in OB/HRM	Committee member
	<i>Promoting fairness if the workplace: Identifying and overcoming the barriers to managerial fairness in organizations</i>	Defended on March 12, 2015
	*Nominated for the Medal of Academic Excellence for his outstanding doctoral dissertation	
2014-2015	Alex Benson, comprehensive doctoral research paper, Department of Psychology, WLU	Second reader
	<i>The regulation of emotional displays in romantic relationships</i>	
Fall 2013	Anja Krstic, undergraduate directed research study	Supervisor
	<i>The effect of maternity leaves on women's career outcomes</i>	
Summer 2013	Teodora Makaji, undergraduate research project study that was awarded \$6,000 from WLU	Supervisor
	<i>Two sides of sexism: How hostile sexists react with anger and benevolent sexists with compassion towards gender-based diversity policies</i>	
Summer 2013	Leia Kopp, MA in Psychology, WLU	Internal/external examiner
	<i>Reducing narcissistic tendencies by enhancing communal self-views: An extended agency model approach to narcissism</i>	
2012-2013	Kyle Brykman, MSc in OB/HRM	Committee member
	<i>Who prefers lower status?</i>	

Guest Lecturer

Hideg, I. (2006, July). *Motivation at the workplace*. Organizational Behavior, University of Waterloo.

Hideg, I. (2006, February). *Employee rights and discipline*. Human Resources Management, University of Waterloo.

Teaching Development

2010	Certificate for Negotiation Teaching Workshop, International Association for Conflict Management (IACM) in collaboration with Harvard Kennedy School
2007	Certificate in University Teaching (CUT), University of Waterloo

EXTERNAL SERVICE

Editorial Board Membership

Emotion (January 2013 - present)

Special Issue Invited Reviewer

Academy of Management Review Special Issue *"Diversity at a critical juncture: New theories for a complex phenomenon"* (Winter 2017)

Journal of Business Ethics Special Issue *"Moral emotions & ethics in organization"* (2015)

Ad Hoc Reviewer

Journals:

Academy of Management Journal (AMJ)

Human Relations

Journal of Experimental Psychology: General (JEP:G)

Journal of Management (JOM)

Journal of Occupational and Organizational Psychology (JOOP)

Organizational Behavior and Human Decision Processes (OBHDP)

Personality and Social Psychology Bulletin (PSPB)

Conferences:

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

Grants & Dissertation Competitions

Austrian Science Fund, 2013

INFORMS/Organization Science Dissertation Proposal Competition, 2013

Committee Work & Professional Service Roles

CSIOP (Canadian Society for Industrial & Organizational Psychology) Program Coordinator for the annual conference (June 2016-June 2018)

GDO Division of Academy of Management: Faculty Transnational Research Best Conference Paper Award Committee (2015, 2016)

CSIOP: an Official CSIOP mentor for students at the annual conference in Ottawa, Ontario (2015)

GDO Division of Academy of Management: International Committee (2014)

GDO Division of Academy of Management: Best Student Paper Award Committee (2013)

Member of a Board of Directors: Focus For Ethnic Women (October 2013 – June 2016)

A non-profit organization that helps immigrant and/or ethnic women to integrate into and navigate the Canadian workplace by providing a nurturing, culturally sensitive environment that builds self-esteem, social networks, employment related skills and connections to meaningful employment.

INTERNAL SERVICE

Wilfrid Laurier University

WLU, Research Week Panelist on Successful SSHRC Grants, May 2014

WLU, Advisory Committee for New Faculty Orientation, 2014, 2015

WLU, Academic Career Day Panelist, May 2013, May 2015
 SBE, Department of Business Appointment and Promotion (BDAP) Committee, 2014-2015
 SBE, PhD Curriculum Committee, 2014-2015
 SBE, Business Cyclical Review Committee, Participated in Faculty Meeting, 2014
 SBE, AACSB Accreditation Meeting with Junior Faculty, 2014
 SBE, Integrated Case Exercise (ICE) Internal Board Member, 2013, 2014, 2016
 SBE, Convocation, Fall 2012, Spring 2014, Fall 2014, Fall 2015
 OBHRM, Graduate Field Co-Coordinator (July 2014- present)
 OBHRM, PhD Course Structure Review Committee, 2014
 OBHRM, Undergraduate Course Offerings Review Committee, 2014
 OBHRM, Limited Term Appointments Hiring Committee, 2013, 2014, 2015
 OBHRM, Part-Time Appointments Committee, 2013-2014, 2014-2015
 OBHRM, Comps Committee, 2013, 2014, 2015
 OBHRM, Graduate Student Admissions Committee, 2013, 2014, 2015, 2016
 OBHRM, Graduate Student Recruitment Committee, 2012, 2013, 2014, 2016
 OBHRM, BU354 Course Coordinator, 2012

SELECTED MEDIA MENTIONS

- CTV News at Six: Commentary on attracting diverse workforce (May 13, 2016)
- Radio interviews on gender equality related to International Women's Day (March 8, 2016): 570 News (major AM radio station for Waterloo/Kitchener area), CJIQ 88.3 (Conestoga College student radio)
- Time Off Work for Menstrual Pain Part of U.K. Business's Planned 'Period Policy', *The Toronto Star*, 03/02/2016
<http://www.thestar.com/business/2016/03/02/period-policy-aims-to-synchronize-work-flow-with-aunt-flo.html>
- The Rationality of Rage, *The New York Times*, 09/15/2015
http://www.nytimes.com/2015/09/20/opinion/sunday/the-rationality-of-rage.html?rref=collection%2Fcolumn%2Fgraymatter&action=click&contentCollection=opinion®ion=stream&module=stream_unit&version=latest&contentPlacement=1&pgtype=collection&r=0
- Netflix Blazes a Trail in Paid Parental Leave, *The Financial Times*, 08/06/2015
<http://www.ft.com/intl/cms/s/0/82a23d08-3c40-11e5-bbd1-b37bc06f590c.html#axzz3jCVAgTUp>
- The Globe's Roundup of Research from Business Schools: How to Increase Support for Employment Equity Policies, *The Globe and Mail*, 09/12/2014
<http://www.theglobeandmail.com/report-on-business/careers/business-education/hiring-managers-fail-to-detect-deceptive-tactics/article20559582/>
- Why You Might Want to Eat Lunch at Your Desk (or at Least Skip the Caf), *The Globe and Mail*, 10/09/2013
<http://www.theglobeandmail.com/report-on-business/top-business-stories/why-you-might-want-to-eat-lunch-at-your-desk-or-at-least-skip-the-caf/article14765905/>
- Work-Life Balance Study Shows Personal Choice is a Key to a Good Lunch Break, *The Huffington Post*, 10/04/2013
http://www.huffingtonpost.com/2013/10/04/work-life-balance-personal-choice-lunch_n_4038547.html
- The Consequences of Faking Anger in Negotiations, *The Wall Street Journal*, 01/17/2013

<http://blogs.wsj.com/ideas-market/2013/01/17/in-negotiations-anger-helps-unless-its-fake/>

- Looking for a Good Deal? Don't Pretend to be Angry, *The Record*, 01/29/2013
<http://www.therecord.com/news/local/article/877375--looking-for-a-good-deal-don-t-pretend-to-be-angry/>
- Unique Take on Conflict, *The Cord*, 01/30/2013
<http://www.thecord.ca/?p=14679>
- The Dark Side of Emotional Intelligence. *Greater Good Science Center website*, 06/09/2011
http://greatergood.berkeley.edu/article/item/the_dark_side_of_emotional_intelligence/
- Why Having "Social Skills" Doesn't Make You a Better Manager. *CBS Interactive Business Network*, 04/29/2011
<http://www.bnet.com/blog/business-research/why-having-8220social-skills-8221-doesn-8217t-make-you-a-better-manager/1421>

CONSULTING EXPERIENCE

Sept-Dec 2006	Export Development Canada (EDC), Internship, Ottawa, ON Developed and designed a career development workshop for EDC's employees
Jan -Aug 2006	Maple Leaf Foods; Contract Project awarded to the team of Industrial/Organizational Psychology students at the University of Waterloo Developed and evaluated a screening tool for hiring new managers
Dec 2005-Feb 2006	Department of Education, Brock University, St. Catharines, ON Advised client on proper data analysis procedures and data coding
Oct 2005-June 2007	CBET (Center for Business, Entrepreneurship, and Technology); Contract Project, University of Waterloo, Waterloo, ON Developed and delivered a coaching and training protocol for emotional intelligence development for future entrepreneurs

PROFESSIONAL AFFILIATIONS

Member, Academy of Management (AOM)
 Member, Canadian Psychological Association (CPA)
 Member, Canadian Society for Industrial & Organizational Psychology (CSIOP)
 Member, International Society for Justice Research (ISJR)
 Member, Society for Industrial & Organizational Psychology (SIOP)