

**TARA C. REICH**

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**EDUCATION**

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|------|---|
| 2011 | Doctor of Philosophy (PhD), Organizational Behavior<br>Asper School of Business, University of Manitoba, Canada<br>Thesis: Observing Aggression at Work |
| 2007 | Master of Arts (MA), Social Psychology<br>University of Manitoba, Canada  |
| 2005 | Bachelor of Arts (Hons BA)<br>University of Western Ontario, Canada   |

**ACADEMIC POSITIONS**

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|-------|---|
| 2011- | Lecturer<br>London School of Economics and Political Science<br>Department of Management<br>Employment Relations & Organisational Behaviour Group |
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**PEER-REVIEWED PUBLICATIONS**

- Hershcovis, M. S., Parker, S. K., & **Reich, T. C.** (2010). Moderating effect of equal opportunity support and confidence in grievance procedures on sexual harassment from different perpetrators. *Journal of Business Ethics*, 92, 415-432.
- Morry, M. M., **Reich, T.**, & Kito, M. (2010) How do I see you relative to myself? Relationship quality as a predictor of self- and partner-enhancement within cross-sex friendships, dating relationships, and marriages. *Journal of Social Psychology*, 150, 369-392.

**MANUSCRIPTS UNDER REVIEW**

- Reich, T. C.**, & Hershcovis, M. S. (2011). *Social undermining from the observers' perspective*. Under 1st review at *Journal of Applied Psychology*.

Hershcovis, M. S., **Reich, T. C.**, Parker, S. K., & Bozeman, J. (2010). *How perpetrator-victim relationships shape victims' deviant reactions*. Under 1st revision at *Work & Stress*.

Stride, C. B., Turner, N., **Reich, T. C.**, Clegg, C. W., & Murphy, P. (2010). *Negative safety events as predictors of perceived barriers to employee safety performance*. Under 1st review at *Brief Communication to Accident Analysis & Prevention*.

## BOOK CHAPTERS

**Reich, T. C.**, & Hershcovis, M. S. (Forthcoming). Observing sexual harassment at work: A gendered extension of a gendered construct. In S. Fox & T. Lituchy (Eds.), *Gender and the dysfunctional workplace*. Edward Elgar Publishing.

**Reich, T. C.**, & Hershcovis, M. S. (2011). Interpersonal relationships at work. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.), *Handbook of industrial and organizational psychology* (Vol. 3, pp. 223-248). Washington, DC: American Psychological Association.

Hershcovis, M. S., & **Reich, T. C.** (2010). Occupational stress. In I. Weiner & E. Craighead (Eds.), *Corsini encyclopedia of psychology* (4th ed). John Wiley and Sons.

## WORKING PAPERS (available upon request)

**Reich, T. C.**, Hershcovis, M. S., Stride, C. B., Totterdell, P. A., Niven, K., ... Parker, S. K., A. *It's a matter of perspective: The effects of observing aggression at work*.

Totterdell, P. A., Hershcovis, M. S., Niven, K., **Reich, T. C.**, & Stride, C. *Induced emotion regulation: How others' interactions can leave you drained*.

Turner, N., Barling, J., **Reich, T.**, & Batten, S. *Managerial prejudices against type of employee disability in return-to-work accommodation*.

Turner, N., Hershcovis, M. S., **Reich, T. C.**, Totterdell, P. A., & Harte, A. *Work-family conflict, psychological distress, and workplace injuries*.

## SELECTED RESEARCH IN PROGRESS

**Reich, T. C.**, & Hershcovis, M. S. *Victim attributions about their workplace aggression experiences: A qualitative analysis of New York Times blogs*. Data analysis stage.

Hershcovis, M. S. & **Reich, T. C.** *Social undermining: A longitudinal examination of the effects of undermining on victim relationships and career success.* Data collection stage.

### SELECTED REFEREED CONFERENCE PRESENTATIONS

**Reich, T. C.,** & Hershcovis, M. S. (2011, April). *Observing aggression at work.* Paper presented at the Society of Industrial and Organizational Psychology, Chicago, Illinois, United States of America.

**Reich, T. C.,** & Hershcovis, M. S. (2010, August). *The influence of power dynamics on observers of aggression at work.* Paper presented at the Academy of Management Meetings, Montreal, Canada.

**Reich, T. C.,** & Hershcovis, M. S. (2010, April). *Workplace aggression from the perspective of the observer: New theoretical directions.* Paper presented at the Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia, United States of America.

**Reich, T. C.,** & Hershcovis, M. S. (2009, November). *Observing aggression in the workplace.* Poster presented at the 8<sup>th</sup> International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

**Reich, T. C.,** Hershcovis, M. S., & Unsworth, K. (2009, November). *Attributions for workplace mistreatment: Blogging to the New York Times.* Paper presented at the 8<sup>th</sup> International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

Turner, N., Barling, J., **Reich, T.,** & Batten, S. (2009, November). *Managerial prejudices against type of employee disability in return-to-work accommodation.* Poster presented at the 8<sup>th</sup> International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

Hershcovis, M. S., & **Reich, T. C.** (2009, August). *Testing a relational model of workplace aggression.* Paper presented at the 2009 Academy of Management Meetings, Chicago, Illinois, United States of America.

**Reich, T. C.,** & Hershcovis, M. S. (2008, August). *Rallying in the workplace: Turning observers into aggressors.* Paper presented at the 2008 Academy of Management Meetings, Anaheim, California, United States of America.

**Reich, T. C.,** & Hershcovis, M. S. (2008, April). *Responses to workplace aggression: A qualitative examination of relationships.* Paper presented at the Society for Industrial and Organizational Psychology Conference, San Francisco, California, United States of America.

**HONORS AND AWARDS**

2009 University of Sheffield Visiting Scholar  
2009 SSHRC CGS Michael Smith Foreign Study Supplement  
2008-2011 SSHRC Joseph-Armand Bombardier CGS Doctoral Scholarship  
2008-2011 Manitoba Graduate Scholarship  
2008-2011 University of Manitoba Graduate Fellowship (declined)  
2006 Manitoba Graduate Scholarship  
2005 SSHRC Canada Graduate Scholarship (CGS)

**TEACHING**

2010 Introduction to Organizational Behavior (undergraduate)  
Asper School of Business, University of Manitoba, Canada  
2006 Introduction to University Lab (undergraduate)  
University of Manitoba, Canada

**PROFESSIONAL SERVICE**

Business Administration Selection Committee:

Asper School of Business – Department Head (Business Administration)  
Asper School of Business – Hiring committee for Canada Research Chair (tier 2) in entrepreneurship

Ad hoc conference reviewing:

APA/NIOSH Work, Stress, & Health conference  
Academy of Management Meetings

**PROFESSIONAL AFFILIATIONS**

Academy of Management (USA)  
Society of Industrial and Organizational Psychology (USA)  
Society for Personality and Social Psychology (USA)