

Jonathan E. Booth, PhD

London School of Economics and Political Science
Department of Management
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EDUCATION

University of Minnesota – Minneapolis, MN August 2009
Carlson School of Management
Ph.D., Human Resources and Industrial Relations,
Disciplines: Organisational Behaviour and Theory & Labour Relations and Collective Bargaining

Georgetown University – Washington, DC May 1998
The McDonough School of Business
B.S., Business Administration, Majors: Finance and Marketing.

EXPERIENCE

Associate Professor, August 2018 – Present
Organisational Behaviour & Human Resource Management
London School of Economics and Political Science,
Department of Management

Assistant Professor, August 2009 – Present
Organisational Behaviour & Human Resource Management
London School of Economics and Political Science,
Department of Management

Programme Director, September 2013 – September 2015
MSc Management and Human Resources,
Department of Management

Departmental Tutor, January 2013 – September 2014
BSc Human Resource Management & Employment Relations
Department of Management, Employment Relations & Organisational Behaviour Group

RESEARCH INTERESTS

- Prosocial behaviour, giving, and volunteering;
- Workplace stigma and mistreatment;
- Leadership (e.g., LMX quality, differentiated leader-follower relationships, abusive supervision);
- Personal- and contextual-resources;
- Unions

REFEREED PUBLICATIONS

- Lup, D., & **Booth, J. E.** (forthcoming). Work and volunteering: Longitudinal relationships between work-related experiences and volunteering behavior. *British Journal of Industrial Relations*.
- Booth, J. E.**, Park, T.Y., Zhu, L. L., Beauregard, A., Gu, F., & Emery, C. (2018). Prosocial response to client-instigated victimization: The roles of forgiveness and workgroup conflict. *Journal of Applied Psychology*, *103*, 513-536.
- Soane, E., **Booth, J. E.**, Alfes, K., Shantz, A. D., & Bailey, C. (2018). Deadly combinations: How leadership contexts undermine the activation and enactment of followers' high core self-evaluations in performance. *European Journal of Work and Organizational Psychology*, 1-13.
- Booth, J. E.**, Lup, D., & Williams, M. T. (2017). Union membership and charitable giving in the United States. *Industrial and Labor Relations Review*, *70*, 835-864. Lead Article of Issue.
- Rodell, J. B., **Booth, J. E.**, Lynch, J.W., & Zipay, K. P. (2017). Corporate volunteering climate: Mobilizing employee passion for societal causes and inspiring future charitable action. *Academy of Management Journal*, *60*, 1662-1681.
- Beauregard, A., Arevshatian, L., **Booth, J. E.**, & Whittle, S. (2016). Listen carefully: Transgender voices in the workplace. *International Journal of Human Resource Management*, 1-28.
- Bognanno, M., **Booth, J. E.**, Norman, T. J., Befort, S., & Cooper, L. (2014). The conventional wisdom of discharge arbitration outcomes and remedies: Fact or fiction. *Cardozo Journal of Conflict Resolution*, *16*, 153-185.
- Shantz, A. D., & **Booth, J. E.** (2014). Service workers and self-verification: The roles of core self-evaluations and occupational stigma consciousness. *Human Relations*, *67*, 1439-1465. Lead Article of Issue.
- Booth, J. E.**, Budd, J. W., & Munday, K. M. (2010a). First-timers and late-bloomers: Youth-adult unionization differences in a cohort of the U.S. labor force. *Industrial and Labor Relations Review*, *64*, 53-73.
- Booth, J. E.**, Budd, J. W., & Munday, K. M. (2010b). Never say never? Uncovering the never-unionized in the United States. *British Journal of Industrial Relations*, *48*, 26-52.
- Booth, J. E.**, Park, K. W., & Glomb, T. M. (2009). Employer-supported volunteering benefits: Gift exchange among employers, employees and volunteer organizations. *Human Resource Management*, *48*, 227-249.
- Booth, J. E.**, & Park, K. W. (2006). Gift exchange between the employer and volunteer organization: Utilizing employees as intermediaries. *Academy of Management 2006 Best Paper Proceedings*.

CHAPTERS AUTHORED

- Booth, J. E.**, Heinz, R. S., & Howe, M. W. (2005). Ethical practice in a corporation: The Allina case. In J. W. Budd & J. G. Scoville (Eds.), *The Ethics of Human Resources and Industrial Relations*: 229-250. Champaign, IL: Labor and Employment Relations Association.

PUBLISHED RESEARCH REPORTS (PEER REVIEWED)

Booth, J. E., & Glomb, T.M. (2011). Workplace victimization among healthcare workers in Minnesota. *CURA Reporter*, 41, 37-47.

MANUSCRIPTS UNDER REVIEW

Booth, J. E., Shantz, A., Glomb, T. M., & Duffy, M. K. (revise and resubmit). Bad bosses and shattered assumptions: The moderating role of core self-evaluations with trust in workplace management. *Human Resource Management*. (Under preparation for second round).

Emery, C., **Booth, J. E.**, Michaelides, G., & Swaab, A. (revise and resubmit). The importance of being psychologically empowered: Mitigating the negative effects of perceived LMX differentiation. *Journal of Occupational and Organizational Psychology*. (Under preparation for second round.)

MANUSCRIPTS IN PREPARATION

Booth, J. E., Emery, C., & Michaelides, G. (under preparation). Leader-member exchange perceptions and differentiation across employees: Remedy for stress related to customer-instigated aggression?. (Target Publication: *Journal of Management*).

Langley, J. C., German, H., **Booth, J. E.**, & Michaelides, G. (under preparation). Consequences of supervisor power dissonance: A dyadic, longitudinal investigation. (Target Publication: *Journal of Applied Psychology*).

Booth, J. E., Lup, D., & Williams, M. T. (analysis phase). Collision of calculative and pro-social frameworks: Impact of hourly pay and union membership on volunteering. (Target Publication: *Industrial and Labor Relations Review*).

Booth, J. E. (analysis phase). Customer service employees' coping responses to aggressive customers – a Chinese longitudinal study. (Target Publication: *Academy of Management Journal*).

Booth, J. E. (analysis phase). Satisfied yet sick: The influence of client satisfaction climate on employee outcomes. (Target Publication: *Industrial and Labor Relations Review*).

Emery, C., **Booth, J. E.**, German, H., & Pinto, J. (collecting data). A follower perspective on the formation of shared leadership. (Target Publication: *Leadership Quarterly*).

OTHER PUBLISHED RESEARCH REPORTS

Booth, J. E., & Rodell, J. B. (2015). Employee volunteering report: A global study of employee motivation to engage in corporate volunteering programs. *United Way Worldwide*, 1-16. <https://secure.unitedway.org/page/-/Files/UWW%20Full%20Report.pdf>

Booth, J. E., & Rodell, J. B. (2015, February). Research report: A global study of employee motivation to engage in corporate volunteering programs. *United Way Worldwide*.
<https://secure.unitedway.org/page/-/Files/UWW%20Summary%20Report.pdf>

INVITED BLOGS

Booth, J. E. (2018). The Supreme Court's 'fair share' case is an existential threat to public sector unions. But it may force them to engage and embrace choice. LSE's USApp – American Politics and Policy Blog (08 March 2018) Blog Entry. <http://blogs.lse.ac.uk/usappblog/2018/03/08/the-supreme-courts-fair-share-case-is-an-existential-threat-to-public-sector-unions-but-it-may-force-them-to-engage-and-embrace-choice/>

Booth, J. E. (2016). Listen carefully: The voice of transgender employees is not being heard. LSE's Department of Management Blog (05 December 2016) Blog Entry. <http://blogs.lse.ac.uk/management/2016/11/28/listen-carefully-the-voice-of-transgender-employees-is-not-being-heard/>

Booth, J. E. (2015). Workers need to question whether right to work laws are promoting their rights or stripping them away. LSE's USApp – American Politics and Policy Blog (13 May 2015) Blog Entry. <http://blogs.lse.ac.uk/usappblog/2015/05/13/workers-need-to-question-whether-right-to-work-laws-are-promoting-their-rights-or-stripping-them-away/>

Booth, J. E., & Williams, M. (2013). Union members are more likely to give to charity, and to give more when they do. LSE's USApp – American Politics and Policy (07 Oct 2013) Blog Entry. <http://blogs.lse.ac.uk/usappblog/2013/10/07/union-members-charity-giving/>

CONFERENCE PRESENTATIONS

Booth, J. E., & Lup, D. (2016, 08 August). Job satisfaction as a resource in the non-work domain: A longitudinal study predicting volunteering in the community. Symposium: *Volunteering as a Source of Meaningfulness: From HR in Nonprofits to Employer-Sponsored Volunteering*, at the annual meetings of the Academy of Management, Anaheim, CA.

Alfes, K., **Booth, J. E., & Shantz, A.** (2015, 12 November). *Session Chairs: Employee Engagement in Context*. 9th International Conference of the Dutch HRM network, 12-13 November 2015, Utrecht University School of Governance, Utrecht University, Utrecht, the Netherlands.

Booth, J.E., Lup, D., Williams, M. T. (2015, August 10). The impact of hourly pay and union membership on volunteering. *Showcase Symposium: Giving Time and Money to Strangers: Examining the Ultimate Prosocial Actions*, at the annual meetings of the Academy of Management, Vancouver, Canada.

Booth, J. E., Rodell, J. B., Lynch, J.W., & Zipay, K. P. (2015, August 10). Employee volunteering climate: How passionate employees can create a warmer climate for everyone. *Showcase Symposium: Giving Time and Money to Strangers: Examining the Ultimate Prosocial Actions*, at the annual meetings of the Academy of Management, Vancouver, Canada.

- Booth, J. E.,** Emery, C., & Michaelides, G. (2015, August 10). Leader-member exchange and differentiation: Stress remedy for customer-instigated aggression? *Social Interactions and Stress* paper session at the annual meetings of the Academy of Management, Vancouver, Canada.
- Emery, C., **Booth, J. E.,** German, H., Pinto, J. (2015, May 23). Building leadership: A follower perspective on the formation of leadership networks. *Leadership and Management* paper session at the 17th European Congress of Work and Organizational Psychology, European Association of Work and Organisational Psychology, Oslo, Norway.
- Booth, J. E.,** & Williams, M. T. (2014, August 17). Unions and the community: Unionization and charitable giving in the United States, 2001 – 2011. *Labor/Labor Movements: Labor movements in Global, State, and Local Contexts* paper session at the annual meetings of the American Sociological Association, San Francisco, CA.
- Swaab, A., Emery, C., & **Booth, J. E.** (2014, August 5). Dissecting perceived LMX differentiation: An exploration of antecedents and moderator. Paper session at the annual meetings of the Academy of Management, Philadelphia, PA.
- Emery, C., **Booth, J. E.,** & Swaab, A. (2013, August 12). A multilevel examination of the empowerment and leader-member exchange differentiation relationship. *LMX: Differentiation and Outcomes* paper session at the annual meetings of the Academy of Management, Lake Buena Vista, FL.
- Soane, E. C., **Booth, J. E.,** Shantz, A. D., Alfes, K., & Truss, K. (2013, August 12). Moderation of the CSE-performance relationship by the interaction of supervisor CSE and LMX. *LMX and Beyond!* paper session at the annual meetings of the Academy of Management, Lake Buena Vista, FL.
- Booth, J. E.,** & Williams, M. T. (2013, June 6). Unions and the community: Unionization, charitable giving, and volunteering in the United States. *LERA Best Posters, Session I* at the annual meetings of the Labor and Employment Relations Association, St. Louis, MO.
- Shantz, A., D., & **Booth, J. E.** (2011, August 15). Relating stigma consciousness and core self-evaluation: A dirty work study. *Confidence, Competence, Consciousness and Trustworthiness* cross-divisional paper session at the annual meetings of the Academy of Management, San Antonio, TX.
- Ingram, K. E., & **Booth, J. E.** (2011, August 15). Exploring accommodation and forgiveness within the employment relationship. *Understanding Psychological Contracts: Affect, Identification, and Justice in Social Exchange* divisional roundtable paper session at the annual meetings of the Academy of Management, San Antonio, TX.
- Booth, J. E.,** & Park, T. Y. (2010, August 10). The consequences of forgiveness. Paper presented for the *Envy and Forgiveness in the Workplace* divisional roundtable paper session at the annual meetings of the Academy of Management, Montreal, Canada.
- Booth, J. E.,** & Glomb, T. M. (2010, August 9). The effects of leadership relationship quality and differentiation on victims' appraisals. Paper presented for the *Daring to Face Aggression, Caring to Understand It* symposium at the annual meetings of the Academy of Management, Montreal, Canada.

- Booth, J. E.,** Glomb, T. M., & Duffy, M. K. (2008, August 11). Primary and secondary appraisals of supervisor undermining: The role of subordinate core self-evaluations and general trust in management. Paper presented for the *New Developments in Abusive Supervision* symposium at the annual meetings of the Academy of Management, Anaheim, CA.
- Booth, J. E.,** Glomb, T. M., Duffy, M. K., & Remington, J. (2008, April 11). Close encounters of the egregious kind: Workplace aggression specific incident reports. Paper presented for the *Bringing the Relationship into the Experience of Workplace Aggression* symposium at the SIOP 23rd Annual Conference, San Francisco, CA.
- Booth, J. E.,** Budd, J. W., & Munday, K. M. (2008, January 5). Never say never? Uncovering the never-unionized in the United States. Poster presented at the 60th Labor and Employment Relations Association Annual Meeting, New Orleans, LA.
- Booth, J. E.,** & Norman, T. (2007, August 7). 23 years of discharge and discipline arbitrator decisions: A multinomial analysis of wins, losses, and splits. Paper presented for the *Who Wins Arbitration, and the Impact It Has on Subsequent Work Performance* paper session at the annual meetings of the Academy of Management, Philadelphia, PA.
- Booth, J. E.** (2007, August 6). Discussant for *Mirror, Mirror . . . : Predicting Deviance* paper session at the annual meetings of the Academy of Management, Philadelphia, PA.
- Booth, J. E.** (2007, May 23-25). Gift exchange between the employer and volunteer organization: Utilizing employees as intermediaries in employer-supported volunteering. Paper presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility, University of Toulouse, Toulouse, France.
- Booth, J. E.** (2007, January 6). Don't throw the baby out with the bathwater: The industrial relations frustration-aggression theory reconsidered. Poster presented at the 59th Labor and Employment Relations Association Annual Meeting, Chicago, IL.
- Booth, J. E.** (2006, August 15). Gift exchange between the employer and volunteer organization: Utilizing employees as intermediaries. Paper presented for the *Nonprofit Human Resource Management: Volunteers & Executives* paper session at the annual meetings of the Academy of Management, Atlanta, GA.

INVITED PRESENTATIONS AND EVENT CHAIRING

May 17, 2017, *Research Workshop Faculty Presenter and Facilitator for the Pre-Conference Doctoral Consortium*, 18th European Congress of Work and Organizational Psychology, European Association of Work and Organisational Psychology, Dublin, Ireland.

December 5, 2016, *Chair for LSE Women in Business Public Lecture, The Glass Wall: Successful strategies for woman and work – and businesses that mean business*, Kathryn Jacob and Sue Unerman, Sheikh Zayed Theatre, New Academic Building,

May 20, 2015, *Research Workshop Faculty Presenter and Facilitator for the Pre-Conference Doctoral Consortium*, 17th European Congress of Work and Organizational Psychology, European Association of Work and Organisational Psychology, Oslo, Norway.

October 28, 2014, *Corporate Volunteer Programs: A National Study of Corporate Volunteer Involvement*, 2014 United Way Worldwide Volunteer Summit, United Way Worldwide Headquarters, Alexandria, VA, with Jessica Rodell, PhD, Assistant Professor, University of Georgia.

May 20, 2013, *Sticking to the Service Script: Prosocial Response to Customer Perpetrated Victimization*, LSE HR Conference: *People, Power, Purpose*, Faculty Research Showcase, London School of Economics, EROB Group.

May 16-17, 2013, European Masters Labour Studies Network Annual Meetings, London School of Economics, EROB Group (host), J. E. Booth, V. L. Doellgast, & D. Marsden (co-chairs).

May 16, 2013, *Prosocial Response to Customer-Instigated Victimization: The Effects of Forgiveness in Workgroups with Conflict*, European Masters Labour Studies Network Annual Meetings, Research Showcase Workshop, London School of Economics, EROB Group.

October 14, 2010, *Appraisal and Coping Responses to Workplace Victimization: Specific Incidents, General Occurrences, and Individual/Contextual Influences*, Leeds University Business School, Work and Employment Relations Lecture Series.

October 5, 2010, Chair for Professor Stuart Diamond's *Getting More*, Department of Management Public Lecture, Sheikh Zayed Theatre, New Academic Building.

GRANTS AND SPONSORED RESEARCH

2015, LSE's Department of Management Research Grant, £2,000.

2008, Center for Urban and Regional Affairs New Initiative Grant: "Nursing Home Workplace Experiences Study" (co-PI: T. Glomb). \$5,000 USD.

2006, McKnight-Business and Economic Research Grant: "Securing Nursing and Patient Safety Initiative" (co-PI: T. Glomb). \$15,000 USD.

2006, Center for Urban and Regional Affairs New Initiative Grant: "Securing Nursing and Patient Safety Initiative" (co-PI: T. Glomb). \$6,000 USD.

TEACHING EXPERIENCE

Instructor & Course Convenor, MG4D3 (formerly ID 423) *The Dark Side of the Organisation*, London School of Economics, Department of Management MSc Degrees, Lent 2011 – Present.

Instructor & Course Convenor, MG480 (formerly ID 410) *Management of Human Resources: Strategy and Policy*, London School of Economics, Department of Management MSc Degrees, Michaelmas 2011, Michaelmas 2013 – Present.

Instructor, LSE Executive Summer School: *Negotiation and Decision Making*, Summer School 2012 – Present.

Instructor & Course Convenor, MG 300 Negotiation Boot Camp: Personal Mastery in the Art of Negotiating, London School of Economics, Department of Management, Summer School 2011 – Present.

Instructor & Course Convenor, ID 441, Contemporary Issues of Human Resource Management, London School of Economics, Department of Management, MSc Management & Human Resources, Lent 2012 – Lent 2015.

Instructor, ID 436, Advanced and Emerging Topics in Organisational Behaviour, London School of Economics, Department of Management, MSc Organisational Behaviour, Lent 2012.

Instructor & Course Convenor, ID 300 Selected Topics in Employment Relations and Organisational Behaviour, London School of Economics, Department of Management, EROB BSc programme, Lent 2010 – Lent 2014.

Instructor, MG 209, Bargaining and Negotiation: Interests, Information, Strategy and Power, London School of Economics, Department of Management, Summer School 2010, 2011.

Instructor, ID 411 International and Comparative HRM, Lent 2010, London School of Economics, Department of Management MSc Degrees, Lent 2010.

Instructor, HRIR 3042 Organizational Behavior: Individual and Organizational Performance (2 cr.), Spring 2007, U. of Minnesota senior-level undergraduate course.

Instructor, HRIR 3072 Collective Bargaining and Dispute Resolution (2 cr.), Fall 2006, U. of Minnesota senior-level undergraduate course.

Curriculum and Training Development and Delivery, 1998 – 2004.

HONORS

Nominated for the 2015 Edition of the Luis Aparicio Prize, International Labour and Employment Relations Association, (<http://www.ilo.org/public/english/iira/luis/2015.htm>).

London School of Economics and Political Science, Teaching Commendation, 2013-2014.

Carlson School of Management Excellence in Teaching Award, University of Minnesota, 2006-2007.

SERVICE AND COMMITTEES

Committee Member 2018
Best Student Paper Award
Academy of Management
Human Resources Division

External Viva Examiner January 2018
Xuchang Zheng
Thesis Title: *Intention and capability for trust development and deterioration*
Imperial College London, Student's Supervisors Dr Sankalp Chaturvedi.

Committee Member March 2016 – Present
Employment Relations & Human Resources Faculty Selection
Department of Management
London School of Economics

Committee Member 2015 – 2017
Janet Chusmir Service Award
Academy of Management
Gender & Diversity in Organizations Division

External Viva Examiner December 2015
Ratnesvary Alakahone
Thesis Title: *Corporate Volunteering: An Analysis of the Drivers, Mediating Mechanisms and Outcomes*
Kingston University London, Student's Supervisors, Drs Stephen Gourlay and Kerstin Alfes.

Programme Director, September 2013 – September 2015
MSc Management and Human Resources,
Department of Management

Departmental Tutor, January 2013 – September 2014
BSc Human Resource Management & Employment Relations
Department of Management, Employment Relations & Organisational Behaviour Group

Remote Panel Member September 2013
Paper Selection Committee,
National Bank of Greece – Postdoctoral Research Fellowship
The Hellenic Observatory
European Institute
London School of Economics

Deputy Chief Examiner – MN 3075 Human Resource Management October 2009 – March 2013
University of London External International Program,
Academic Direction Provided by the Department of Management,
London School of Economics

PHD SUPERVISION

PhD Graduates:

Ephrat Livne, Thesis Title: *Perceived Exploitative Employee-Organisation Relationships: A Multi-Study Investigation of a New Construct*, Viva date: June 2015; Graduation date: Summer 2015.

Rashpal Dhensa-Kahlon, Thesis Title: *Healing or Harmful?: A Multi-Method Investigation of Talk as a Victim-Centred Response to Organisational Injustice*, Viva date: November 2014; Graduation date: December 2014.

Fan Gu, Thesis Title: *A Comparative Study of Performance Appraisal System in Three Banks in Contemporary China: The Role of Guanxi in Appraisals*, Viva date: March 2013; Graduation date: December 2013.

Current PhD Student Supervision:

Ceren Erdem, Thesis Title: *Investigating the Dynamic Nature of Psychological Contracts: A Study of the Coevolution of Newcomers' Psychological Contracts and Social Networks*, Viva date: October 2017; Revisions to be submitted June 2018.

EDITORIAL REVIEWING BOARD

Human Relations

JOURNAL SUPERVISORY BOARD

British Journal of Industrial Relations

AD HOC REVIEWING

Academy of Management Journal
Academy of Management Review
British Journal of Industrial Relations
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European Journal of Work and Organizational Psychology
Human Resource Management
Human Resource Management Journal
International Journal of Human Resource Management
Journal of Occupational and Organizational Psychology
Nonprofit Management and Leadership
Organization Science
Public Administration

PROFESSIONAL AFFILIATIONS

Academic Fellow, Chartered Institute of Personnel and Development
Academy of Management
American Psychological Association
Association for Research on Nonprofit Organizations and Voluntary Action
Labor and Employment Relations Association
Society for Industrial and Organizational Psychology