

Jonathan E. Booth, PhD

London School of Economics and Political Science

Department of Management

Houghton Street

MAR 5.16

London WC2A 2AE

Phone: +44 (0)20 7955 7255

Email: j.booth@lse.ac.uk

<https://www.lse.ac.uk/management/people/academic-staff/jbooth>

<https://orcid.org/0000-0002-8563-4613>

<https://linkedin.com/in/jonathan-booth-41082323b>

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

Programme Director,

September 2020 – Present

PhD ERHR,

Department of Management

Assistant Professor,

August 2009 – August 2018

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

- Technology and future of work;
- Prosocial, giving, and volunteering behaviour;
- Workplace stigma and mistreatment;
- Leadership;
- Unions

REFEREED PUBLICATIONS

The International Collaboration on the Social and Moral Psychology of COVID-19 (ICSMP COVID-19 project). (in press). Predicting attitudinal and behavioral responses to COVID-19 pandemic using machine learning. *Proceedings for the National Academy of Sciences*.

The International Collaboration on the Social and Moral Psychology of COVID-19 (ICSMP COVID-19 project). (in press). National identity predicts public health support during a global pandemic: Results from 67 nations. *Nature Communications*.

Booth, J. E., Shantz, A., Glomb, T. M., Duffy, M. K., & Stillwell, E. E. (2020). Bad bosses and self-verification: The moderating role of core self-evaluations with trust in workplace management. *Human Resource Management*, 59(2), 135-152.

Emery, C., **Booth, J. E.**, Michaelides, G., & Swaab, A. (2019). The importance of being psychologically empowered: Buffering the negative effects of perceived LMX differentiation. *Journal of Occupational and Organizational Psychology*, 92, 566-592.

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.

Lup, D., & **Booth, J. E.** (2018). Work and volunteering: Longitudinal relationships between work-related experiences and volunteering behavior. *British Journal of Industrial Relations*, 57, 599-623.

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*, 29(5), 857-884. Published online 2016; In print 2018.

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

Moser, J., **Booth, J. E.**, & Beaugard, T. A. (2022). Challenges and Opportunities for LGBTQI+ Inclusion at Work. In P. Brough, K. Daniels, & E. Gardiner (Eds.), *Springer Handbook on Management and Employment Practices*.

Beaugard, T. A., **Booth, J. E.**, & Whiley, L. A. (2021). Transgender employees: Workplace impacts on health and well-being. In J. Hassard & L. D. Torres (Eds.), *Aligning Perspectives in Gender Mainstreaming: Gender, Health, Safety and Wellbeing* (pp. 177-196). Springer, Cham.

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

Fürstenberg, N., **Booth, J. E.**, Alfes, K. (revise and resubmit). No investment, no gain? Examining resource-related implications of paradoxical leader behavior. *Human Relations*.

MANUSCRIPTS IN PREPARATION

- Booth, J.E.** (planning phase with some data collection/analysis). Biases in recruitment and selection: Nepotism and artificial intelligence. (Target Publication: *Organizational Behavior and Human Decision Processing*).
- Booth, J. E.**, Thomas, J., Li, C. Y., Zhange, Y. (in preparation). Sublimation through corporate volunteering: Transformation of intrusive thoughts and feelings during the COVID-19 pandemic. (Target Publication: *Academy of Management Journal*).
- Booth, J. E.**, & Fürstenberg, N. (data collection completed/data analysis). Various projects underway with National Study of Japanese Pharmaceutical Company. (Target Publication: journals such as *Academy of Management Journal, Journal of Applied Psychology*).
- E.g., Fürstenberg, N. & **Booth, J. E.** (in preparation). Paradoxical leader behavior and team mental models. (Target Publication: *Academy of Management Journal*).
- Krpan, D., **Booth, J. E.**, & Alexandru, A. A. (data analysis/write up). Human interaction with robots: Behavioural, emotional, and cognitive responses. (Target Publication: *Journal of Personality and Social Psychology*).
- Booth, J. E.**, & Lup, D. (planning phase). Corporate volunteers and learning: Transfer of knowledge to work and other life domains. (Target Publication: *Academy of Management Journal*).
- Booth, J. E.**, & Lup, D. (planning phase). Strategic partnerships in international volunteer programs: Aligning organizational objectives to effectively collaborate and deliver benefits. (Target Publication: *Administrative Science Quarterly*).
- Booth, J. E.**, Lynch, J. W., Xu, H., & Askovic, M. (data analysis). Stakeholder expectations of corporate volunteering relationships. (Target Publication: *Academy of Management Journal*).
- Booth, J. E.**, & Stillwell, E. E. (in preparation). How supportive work environments enable employees to perceive abusive customers' remorse. (Target Publication: *Academy of Management Journal*).
- DuFour, L., Banoun, A., Lynch, J. W., **Booth, J. E.**, & Xu, H. (finalizing data collection). Volunteering and leisure. (Target Publication: *Academy of Management Journal*).
- Thomas, J. & **Booth, J. E.** (in preparation). Losses speak louder than voice pains: Effects of framing on voice risk tolerance. (Target Publication: *Journal of Applied Psychology*).

OTHER PUBLISHED ARTICLES AND RESEARCH REPORTS

- Booth, J. E.**, & Beauregard, T. A. (2019). Workplace silence, today? Transgender employees' voice and well-being. *LERA Perspectives on Work*.

- Booth, J. E.** (2019). From conflict to win-win: how to negotiate more effectively. LSE Executive Education Article (12 December 2019). <https://www.lse.ac.uk/study-at-lse/executive-education/short-courses/assets/documents/Articles/From-conflict-to-win-win-how-to-negotiate-more-effectively.pdf>
- 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.** (2020). How to negotiate more effectively: six useful tips. LSE Business Review (21 February 2020) Blog Entry. <https://blogs.lse.ac.uk/businessreview/2020/02/21/how-to-negotiate-more-effectively-six-useful-tips/>
- Booth, J. E.** (2020). Bad bosses are driving away their best employees. Forbes (11 February 2020). <https://www.forbes.com/sites/londonschoolofeconomics/2020/02/11/bad-bosses-are-driving-away-their-best-employees/#6c7251ac1027>.
- Booth, J. E. & Lup, D.** (2019). When employees retreat from corporate volunteering. LSE Business Review (27 May 2019) Blog Entry. <https://blogs.lse.ac.uk/businessreview/2019/05/27/when-employees-retreat-from-corporate-volunteering/>
- 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.** (2022, 9 August). Can AI Recommendations Mitigate Nepotistic Hiring Behavior?. Session: *Reinventing Work. The Implications of Modern Work Arrangement for Individuals and Teams*, at the annual meeting of the Academy of Management, Seattle, WA.
- Booth, J. E., & Antunes, B.** (2022, 6 August). Research at the Intersection of Work and Volunteering: A Professional Development Workshop, with Marylene Gagne, Jessica Rodell, Heiko Breitsohl, Kerstin Alfes, and John Lynch, at the annual meetings of the Academy of Management, Seattle, WA.
- Booth, J. E., & Hall, A.** (2021, August). 2021 GDO Junior Faculty Consortium, at the annual meetings of the Academy of Management, virtual.
- Booth, J. E., & Hall, A.** (2020, 8 August). *Unpacking the Myth of "The Good Job": Realistic Job Previews across Varying Types of Academic Institutions*, GDO Doctoral Consortium, at the annual meetings of the Academy of Management, virtual.
- Booth, J. E., & Hall, A.** (2019, 9 August). *Determining the Dissertation Question and Securing Data: Mid-Stage Doctoral Student Development Workshop*, at the annual meetings of the Academy of Management, Boston, MA.
- Booth, J. E. & Breitsohl, H.** (2018, 13 August). Caucus: *Employee Volunteering: Cultivating a Community of Scholars and International Collaboration (Booth & Breitsohl, organizers)*, at the annual meetings of the Academy of Management, Chicago, IL.
- Booth, J. E., & Beauregard, T.A.** (2018, 13 August). LGBT and Team Effectiveness. Symposium: *Diversity and Team Performance: Learnings from an Exploration of Different Diversity Dimensions*, at the annual meetings of the Academy of Management, Chicago, IL.
- Booth, J. E.** (2018, 24 July). Collision of Calculative and Prosocial Frameworks: The Moderating Effect of Unions on Volunteering of the Hourly-Paid in the United States. Organized session: *What Do Unions Do, Today?: Unions' Community and Societal Contributions and Questions of Their Future Sustainability (J. Booth & J. Woodcock organizers)*, at the ILERA World Congress 2018, Seoul, Korea.
- 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 31, 2018, Panel member for *Charities and companies for better communities – whatCharity roundtable*, whatCharity, London, UK.

May 16, 2018, Invited Presentation: Prosocial response to client-instigated victimization: The roles of forgiveness and workgroup conflict, University of Glasgow, Adam Smith Business School, Department of Management Research Seminar Series, Glasgow, Scotland.

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

2021, LSE Research Support Fund Grant, £15,511.02 [17 out of 69 eligible applications selected for funding] (co-PI: Dario Krpan).

2019, LSE's Department of Management Research Grant, £8,900.

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

Course Convenor, LSE – UoL International Programmes Online Bachelor’s Course in Human Resource Management, MN3075, development/design of course, first cohort February 2023.

Course Convenor, LSE Online Certificate Course, Digital Transformation in HRM, development/design phase, first cohort Fall 2021.

Instructor & Course Convenor, MG518 ERHR PhD Seminar A & MG519 ERHR PhD Seminar B, London School of Economics, Department of Management PhD Degrees, Lent 2021 – Present.

Instructor, MG478 Management of Human Resources in Global Companies, London School of Economics, Department of Management MSc Degrees, Lent 2021.

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 – Summer 2020, Michaelmas 2021.

Instructor & Course Convenor, LSE Executive Education: Negotiation, 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

2021/22 Department of Management Top Ten Lecturers.

Recipient of the LSE's Excellence in Education Award for 2020-2021.

Recipient of the LSE's Excellence in Education Award for 2019-2020.

Labor and Employment Relations Association's 2020 John T. Dunlop Outstanding Scholar Award for International Research Contribution.

2018/19 Department of Management Top Ten Lecturers.

Elected as Representative At-Large, Executive Committee, Gender and Diversity in Organizations Division, Academy of Management, 2018.

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

ERHR Faculty Research Group, Head of Group 2021 – Present
LSE's Department of Management

Academic Board Representative for Department of Management 2021 – Present
LSE's Academic Board, Member

Co-Director of Technology and People Research Interest Community 2019 – Present
LSE's Departments of Management and Psychological & Behavioural Science

Faculty Liaison for MSc Student AI & HRM Special Interest Group 2019 – Present
LSE's Department of Management

<i>Faculty Liaison for MSc HRO Advisory Board</i> LSE's Department of Management	2019 – Present
<i>ERHR Faculty Group Doctoral Programme Director and Committee Member</i> LSE's Department of Management PhD Committee	2019 – Present
<i>Organisational Behaviour Fellow Search Committee</i> <i>MSc HRO Programme Director and LINKS Coordinator Search Committee</i> LSE's Department of Management	2019
<i>Committee Member</i> HR Division Scholarly Achievement Award Academy of Management Human Resources Division	2019, 2021
<i>Representative, At-Large</i> Executive Committee Gender & Diversity in Organizations Division Academy of Management (Leading Doctoral and Junior Faculty Workshops/Consortia)	2018 – 2021
<i>Convenor & Deputy Examiner – MN 3075 Human Resource Management</i> University of London External International Program, Academic Direction Provided by the Department of Management, London School of Economics	2018 – Present
<i>ERHR Junior Faculty Mentor</i> LSE's Department of Management	2018 – Present
<i>Committee Member</i> Best Student Paper Award Academy of Management Human Resources Division	2018
<i>External Viva Examiner</i> Xuchang Zheng Thesis Title: <i>Intention and capability for trust development and deterioration</i> Imperial College London, Student's Supervisors Dr Sankalp Chaturvedi.	January 2018
<i>Committee Member and Current Chair ERHR Faculty Recruitment</i> Employment Relations & Human Resources Faculty Selection Department of Management London School of Economics	March 2016 – Present
<i>Committee Member</i> Janet Chusmir Service Award Academy of Management Gender & Diversity in Organizations Division	2015 – 2017

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

ERHR Faculty Group Doctoral Programme Director and PhD Student Supervisor 2019 – Present

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; Graduation date: December 2018.

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.

ASSOCIATE EDITOR & JOURNAL SUPERVISORY BOARD

British Journal of Industrial Relations

EDITORIAL REVIEWING BOARD

Human Relations

AD HOC REVIEWING

Academy of Management Journal
Academy of Management Review
British Journal of Management
European Journal of Work and Organizational Psychology
Human Resource Management
Human Resource Management Journal
International Journal of Human Resource Management
Journal of Applied Psychology
Journal of Occupational and Organizational Psychology
Journal of Occupational Health 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