Contributors

Vishwanath V. Baba is Professor of Management at the DeGroote School of Business at McMaster University, Ontario. He obtained his PhD in organizational behavior from the University of British Columbia. His research focuses on cross-cultural aspects of organizational behavior. He is the Editor-in-Chief of the Canadian Journal of Administrative Sciences.

Lilia M. Cortina is Associate Professor of Psychology and Women's Studies at the University of Michigan. Her research addresses (1) workplace incivility; (2) harassment based on gender, sex, and sexuality; and (3) other “gendered” experiences in organizations. Her work has appeared in journals such as Academy of Management Review, Journal of Applied Psychology, Journal of Occupational Health Psychology, and Psychology of Women Quarterly.

Elizabeth A. Dickinson is an Assistant Professor in the Department of Communication at Salem College, North Carolina. Her scholarship lies within the critical, sociocultural, and rhetorical traditions in communication research and focuses on the areas of communication and culture and environmental communication. In her research on culture, race, and gender, she studies how cultural ideologies are produced, consumed, performed, and resisted through communication and discourse. Her environmental communication research examines the social construction of nature, environmental education, and space/place.

Karen A. Foss is Regents Professor and Professor of Communication and Journalism at the University of New Mexico. Her research and teaching is focused on rhetorical theory and criticism, feminist perspectives in communication, and social movements and social change. Her books include Contemporary Perspectives on Rhetoric (with Sonja Foss and Robert Trapp), Women Speak: The Eloquence of Women’s Lives, Theories of Human Communication (with Stephen Littlejohn), Inviting Transformation: Presentational Speaking for a Changing World (with Sonja Foss) and Feminist Rhetorical Theories (with Sonja Foss and Cindy Griffin).

Suzy Fox, MBA, PhD, is Professor and Chair of the Department of Human Resources and Employment Relations, Loyola University Chicago.
She researches counterproductive work behavior, workplace bullying, narcissism, and individual and cultural characteristics of successful professional women internationally. She has developed a Workplace Bullying Checklist, and with Paul Spector, measures of counterproductive work behavior, organizational citizenship behavior, autonomy, and job-related emotions.

Priscilla A. Glidden has developed curriculums and taught a wide range of courses and executive education programs in the USA, Caribbean, Balkans, Middle East, and Europe. She is Senior Lecturer and Coordinator of the MS in Building and Construction Management at the University of the West Indies, Barbados. Dr Glidden is also Senior Partner in a Boston-area management consulting firm, where her clients have included over 200 large, medium, and small-sized private, non-profit, and government organizations in the USA, UK, Europe, and Caribbean. She has published in the areas of conflict, HR management, and project team innovation.

Dion Greenidge is a PhD candidate at the Institute of Work, Health and Organisations, University of Nottingham, UK. He is a Lecturer in Management and Programme Coordinator for the MSc in Management with Human Resources Management Specialization at the University of the West Indies (Cave Hill). His research interests are: individual difference variables (e.g., personality); employee job performance constructs (task performance, contextual performance, and counterproductive work behaviors); emotional labor; and work-related stress and health (e.g., violence and bullying).

M. Sandy Hershcovis is an Associate Professor at the Asper School of Business at the University of Manitoba. Her research interests include workplace aggression, sexual harassment, and employee well-being. She received her PhD in management from Queen's University in Canada.

Gary Johns is Professor of Management and the Concordia University Research Chair in Management in the John Molson School of Business, Concordia University, Montreal. He has research interests in absenteeism from work, presenteeism, personality, job design, research methodology, and the impact of context on organizational behavior. He has published in journals such as the *Academy of Management Journal*, *Academy of Management Review*, and *Journal of Applied Psychology*.

Dana Kabat-Farr is a PhD candidate in the Department of Psychology at the University of Michigan. Her research focuses on (anti)social interactions on the job, investigating both antecedents and mechanisms through
which social behaviors affect individuals and organizations. She has presented her work at the annual SIOP, AOM, and APS meetings, and has begun publishing it in the *Journal of Management* and *Law and Human Behavior*. Starting in Fall 2012, she will join the faculty at the University of Nevada – Reno as Assistant Professor of Management.

**Loraleigh Keashly** is an Associate Professor and Interim Chair of the Department of Communication at Wayne State University, Detroit. Her research and consulting focuses on conflict and conflict resolution at the interpersonal, group, and inter-group levels. Her current research focus is the nature, effects, and amelioration of uncivil and bullying behaviors in the workplace, with a particular interest in the role of organizational structure and culture in the facilitation or prevention and management of these behaviors. She has focused her recent attention on the academic environment and works with universities on these issues. She has been a consultant to organizations and an expert witness on cases of workplace bullying and hostility.

**Terri R. Lituchy** (PhD, University of Arizona) is an Associate Professor of International Management at Concordia University in Montreal. She has taught around the world including the USA, Mexico, Caribbean, Argentina, France, UK, Czech Republic, Japan, China, Thailand, and Malaysia. Terri’s research interests are in cross-cultural issues in organizations, including culture’s effect on work stress and absenteeism, negotiation and conflict, and leadership and motivation, women in international business, and international entrepreneurship. Terri has published over 30 journal articles and a book *Successful Professional Women of the Americas* (Edward Elgar, 2006), and is currently working on *Management in Africa* (Routledge, 2012).

**Pamela Lutgen-Sandvik** (PhD, Arizona State University) is an Associate Professor of Organizational Communication in the Department of Communication and Journalism at the University of New Mexico. She researches workplace bullying and employee emotional abuse, as well as positive organizational communication and how these might interact. Her work is published in communication and management journals and crosses these interdisciplinary boundaries. Prior to her academic life, she worked in the field of social work where she served as a non-profit administrator in the fields of substance abuse treatment and women’s advocacy.

**Jeremy Mackey** is a PhD student of organizational behavior at Florida State University. His research interests include attribution theory, displaced aggression, deviance, and abusive supervision. He received his Bachelor’s degree in finance from Virginia Tech. His industry experience includes research exploring the effectiveness of financial literacy programs.
Contributors

Mark J. Martinko is the Bank of America Professor of Management at Florida State University where he has authored, co-authored or edited eight books and more than 80 articles concerning attribution theory and leadership. He is an Associate Editor for the *Journal of Organizational Behavior*, past President of the Southern Management Association, and is the President of Performance Associates, which specializes in leadership coaching and development.

Silvia Inés Monserrat is Full Professor, UNICEN, Tandil, Argentina, and is also Visiting Professor at California State University, San Bernardino. She is senior researcher at the El Centro de Estudios en Administración (CEA), Tandil, Argentina. Her major research interests include work and life balance, working conditions, and work stress from a gender and cross-cultural perspective.

Carol Mulder is an independent information management consultant specializing in the use of routinely collected data to measure and improve performance. In addition to her consulting practice, she was most recently Senior Lecturer at the University of the West Indies where she taught health services management and research methodology to graduate and undergraduate students in the Faculty of Medical Sciences and Department of Management Studies. Dr Mulder is currently pursuing her doctoral degree in Business Administration at the University of Liverpool in the UK while continuing her active consulting practice.

Joel H. Neuman, PhD, is Associate Professor of Management and Organizational Behavior and Director of the Center for Applied Management in the School of Business at the State University of New York at New Paltz. His research and consulting activities focus on workplace aggression and violence, workplace bullying, and related forms of counterproductive work behavior. His work has appeared in numerous articles and edited volumes. He currently serves on the Advisory Board of the New Workplace Institute at Suffolk University Law School, a not-for-profit research and education center promoting healthy, productive, and socially responsible workplaces.

Eric Patton is an Assistant Professor of Management in the Erivan K. Haub School of Business of Saint-Joseph’s University in Philadelphia. His research interests include absenteeism, business history, and gender issues. His research has been published in the *Journal of Occupational and Organizational Psychology*, *Human Relations*, and the *Journal of Management Education*. 
Shaun Pichler is an Assistant Professor of Management at the Mihaylo College of Business and Economics at California State University, Fullerton. Shaun received his PhD in HRM from Michigan State University and MSHR from the Institute of Human Resource and Employment Relations, Loyola University Chicago. His research has been published in outlets such as *Human Resource Management*, *Journal of Vocational Behavior*, and *Personnel Psychology*, among others.

Betty Jane Punnett (PhD, NYU, 1984), a native of Saint Vincent and the Grenadines, does research in the Caribbean and teaches at the University of the West Indies (Cave Hill). Her publications include refereed papers in internationally recognized journals and several books – the most recent is *Management: A Developing Country Perspective*, published by Routledge (2012).

Tara C. Reich is a Lecturer at the London School of Economics and Political Science. Her research interests are broadly in the area of workplace mistreatment. She received her PhD in management from the Asper School of Business.

Paul E. Spector is a Distinguished University Professor of Industrial/Organizational (I/O) Psychology and I/O Doctoral Program Director at the University of South Florida. He is also Director of the NIOSH-funded Sunshine Education and Research Center’s Occupational Health Psychology doctoral program. He is the Associate Editor for “Point/Counterpoint” for the *Journal of Organizational Behavior*, Associate Editor for *Work & Stress*, and is on the editorial boards of *Journal of Applied Psychology* and *Human Resources Management Review*. His main research interests are in occupational health psychology, including injuries, stress, and workplace aggression, and research methodology.

Kerri Lynn Stone is an Associate Professor at the Florida International University (FIU) College of Law, where she teaches employment discrimination, employment law, contracts, and labor law, among other classes. She is a graduate of Columbia College (Columbia University) and the NYU School of Law, and prior to arriving at FIU, she was a law clerk to three different federal judges, a law firm associate in New York City and a Teaching Fellow at the Temple University School of Law in Philadelphia. Her scholarship addresses itself to anti-discrimination jurisprudence and the workplace.

Louise Tourigny is Associate Professor of Management at the University of Wisconsin-Whitewater. She has published her work on occupational mental health in the *International Journal of Human Resource Management*,...
Contributors

International Journal of Cross Cultural Management, the Canadian Journal of Administrative Sciences, and Canadian Psychology, and presented her work at several national and international conferences including the Academy of Management, the European Academy of Occupational Health Psychology, and Work, Health, and Stress among others.

Xiaoyun Wang is Associate Professor of Management at Asper School of Business, University of Manitoba. She obtained her PhD (in organizational behavior) from McGill University in year 2001. Her research interest is in cross-cultural adjustment, social networking, and international human resource management.