Contributors

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for a sustainable economy to companies and to regulatory bodies such as the Environment Agency, the Department for Environment, Food and Rural Affairs (Defra), the National Audit Office and the Department for Business, Innovation and Skills (BIS).

Peter Bradley is Senior Lecturer in Economics at the University of the West of England (UWE). He was previously at Surrey University and joined the Centre for Environmental Strategy (CES) in 2006 as an EPSRC research fellow looking at the industrial and social ecology of urban resource flows. Peter has a BSc degree in Environmental Science specialising in environmental chemistry (University of Plymouth), an MSc in Economic Management and Policy (University of Strathclyde) and a PhD in Ecological Economics (University of Surrey). Peter is a member of the British Institute of Energy Economics and the International Society for Ecological Economics.

Linda Brennan is a Professor based in the School of Media and Communication at RMIT University in Melbourne. In the lead up to becoming a full time academic, Dr. Brennan had an active consulting practice in marketing and strategic research. Her clients include government, not for profit and educational institutions. Her research interests are social and government marketing and especially the influence of marketing communications and advertising on behaviour.

John Callewaert, PhD is the Emerging Opportunities Programme Director at the Graham Sustainability Institute and a Lecturer in the College of Literature, Science, and the Arts at the University of Michigan. As Emerging Opportunities Programme Director at the Graham Institute, John is responsible for designing, implementing, and overseeing a wide range of activities which support translational knowledge efforts involving subject matter experts, decision makers, and key stakeholders in outlining viable pathways towards sustainability solutions. Dr. Callewaert came to the Graham Institute in 2009 after serving for two years as the Director of the University of Michigan-Flint Office of Research. From 2000–2007, Callewaert was the founding director of the Institute for Community and Environment at Colby-Sawyer College and an Associate Professor of Social Sciences and Education. Between 1984 and 1987 he served as an agricultural volunteer with Peace Corps Nepal, working on improving seed supplies in remote hill villages. Dr. Callewaert serves as an associate editor for the *Journal of Environmental Studies and Sciences* and as an advisory board member for The Integrated Assessment Society and the Association for the Advancement of Sustainability in Higher Education.
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Cristina E. Ciocirlan, PhD is the 2015 recipient of a US Fulbright Scholar Award in the UK, to study environmental behaviours in organisations at Durham University. She worked with local and international banks and consulted with small and medium-sized businesses. As a graduate student, she received full scholarships to study in Prague, the Czech Republic, Budapest, Hungary and Colchester, UK. She presented several papers at national and state conferences (two of which won ‘The Best Paper Award’) and published her research in peer-reviewed journals. Her research interests focus on environmental management, managerial decision-making, and family business management. Ciocirlan teaches courses in Management and Organisational Behaviour, Human Resource Management, and other management courses at Elizabethtown College, Pennsylvania, USA.

Matthew C. Davis is a Lecturer (Assistant Professor) at Leeds University Business School, UK, a Chartered Psychologist and an Associate Fellow of the British Psychological Society. Matthew’s research centres on how people interact with their environments, the impact of different office designs and the topic of environmental sustainability. His expertise lies in the area of organisational and environmental psychology. Matthew has worked with partners such as Rolls-Royce, Marks and Spencer, Arup Consulting and British Gas. He has published his research in international journals and high-quality edited books. Matthew has been quoted in various UK, US and international newspapers and magazines.

Stephan Dilchert is an Associate Professor of Management at the Zicklin School of Business at Baruch College, City University of New York. His research focuses on the role of personality, intelligence, and other individual differences variables in personnel decisions. He is particularly interested in how these characteristics relate to creativity, counter-productive behaviours, and pro-environmental behaviours amongst employees. He co-edited a volume on Managing Human Resources for Environmental Sustainability for the SIOP Professional Practice Series (with Susan Jackson and Deniz S. Ones), and co-chaired the 2011 SIOP
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**Amelie V. Güntner** is currently working as a Research Associate at the Department of Industrial, Organizational and Social Psychology at Technische Universität Braunschweig. Beforehand, she studied Psychology at the SRH University Heidelberg and the Vrije Universiteit Amsterdam. In her research, Amelie Güntner looks at the interactional dynamics in the context of change management projects. In doing so, she focuses on the micro behaviours in change-related conversations, for example, as those between change agents and change recipients, to derive implications for successful change communication. In this regard, she uses the communication approach of Motivational Interviewing to provide energy managers with a training that supports them in their daily communication with energy users.

**Regina Hahn** is an Associate Professor of Organization Development and Corporate Management at the Hochschule Niederrhein (HSNR), University of Applied Sciences, Germany. Her research examines sustainability management, corporate social responsibility, and change management, specifically from a micro-level perspective. Her work has been published in internationally renowned journals such as *Organization & Environment* and the *Journal of Business Ethics*, amongst others. Regina holds a PhD in management from Heinrich-Heine-University Düsseldorf, Germany. Before starting her university career she worked for several years as an internal consultant for a large industrial conglomerate.

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**Rachael M. Klein** is a Senior Manager and Team Lead of Client Analytics at Korn Ferry, where she designs, executes and consults on workforce analytics projects in support of leadership selection and development, talent management and organisational strategy. She received her PhD in industrial/organisational psychology from the University of Minnesota. Her research interests related to corporate social responsibility include measuring and promoting environmental sustainability within organisations. Her dissertation, ‘Employee Motives for Engaging in Environmentally Sustainable Behaviors: A Multi-Study Analysis’, was focused on the creation of a taxonomy of motives for and barriers to green and ungreen behaviour and the development of an Environmental Sustainability Motives Scale to assess these motives and barriers. Klein’s research was supported by a National Science Foundation Graduate Research Fellowship and has been published in the *Journal of Applied Psychology* and in edited volumes related to sustainability (including the SIOP Professional Practices series volume *Managing Human Resources for Sustainability*). She was a member of the planning committee for the 2011 SIOP Theme Track on Environmental Sustainability and has reviewed journal articles related to environmental sustainability.

**Florian E. Klonek** studied Psychology and Computer Sciences at the Free University Berlin and the University of Sydney. Upon completing his studies, he started working as a Research Associate for the Department of Industrial/Organizational and Social Psychology at TU Braunschweig, Germany. In April 2016, he finished his PhD in which he investigated a socio-interactional intervention (i.e., motivational interviewing) within a large university change management project. Florian Klonek is currently a postdoctoral researcher at the Centre of Transformative Work Design at the University of Western Australia. In his research, he bridges methodological approaches from different disciplines, including psycholinguistics, change management and computer science, to better understand interactional dynamics in a variety of organisational and social settings. His research interests include team dynamics, leader–follower interactions, training transfer and effective career guidance.

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Robert W. Marans, PhD is Research Professor at the University of Michigan’s Institute for Social Research and Professor Emeritus of Architecture and Urban Planning in the university’s Taubman College of Architecture and Urban Planning. For more than three decades, he has conducted evaluative studies and research dealing with various aspects of communities, neighbourhoods, housing, and parks and recreational facilities. His research has focused on user requirements and the manner in which attributes of the physical and sociocultural environments influence individual and group behaviour and the quality of community life. Dr. Marans’ most recent book, Investigating Quality of Urban Life: Theory, Methods, and Empirical Research was published by Springer (2011). His current research considers the impact of the built and natural environments on quality of life, the role of neighbourhood in the health of Detroit residents, and issues of sustainability and energy conservation in buildings and institutional settings.

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Deniz S. Ones is the Hellervik Professor of Industrial Psychology, a Distinguished McKnight Professor, and a Distinguished Teaching Professor at the University of Minnesota. She has received numerous prestigious awards for her research on individual differences, amongst them the 1998 Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology (SIOP), as well as the 2003 Cattell Early Career Research Award from the Society for Multivariate Experimental Psychology. Ones also received the Award for Professional Contributions and Service to Testing from the Association of Test Publishers. She is a Fellow of the...
Association for Psychological Science and the American Psychological Association (Divisions 5 and 14), for which she also chaired the Committee on Psychological Testing and Assessment. She co-edited the first (2001) and second (2018) editions of the bestselling, multi-volume *SAGE Handbook of Industrial, Work, and Organizational Psychology*. She has served as Editor-in-Chief of the *International Journal of Selection and Assessment* and Associate Editor of the *Journal of Personnel Psychology*. She also co-edited a volume on *Managing Human Resources for Environmental Sustainability* for the SIOP Professional Practice Series (with Susan Jackson and Stephan Dilchert) and co-chaired the 2011 SIOP Theme Track on Environmental Sustainability and the 2012 SIOP Leading Edge Consortium on the same topic.

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**Sally V. Russell** is an Associate Professor in the Sustainability Research Institute at the University of Leeds, UK. She leads the research group ‘Businesses and Organisations for Sustainable Societies’ and is the programme leader of the BA Environment and Business. Her research focuses broadly on behaviour change for sustainability with a particular emphasis on how emotional reactions to environmental issues affect subsequent behaviour and decision-making – both within and outside organisations. Her work has been published in journals including: *Water Resources Research*, the *Journal of Environmental Management*, *Business Strategy and the Environment*, *Frontiers in Psychology*, and the *Journal of Organisational Change Management*. She currently serves on the editorial boards of *Business, Strategy and Environment*, *Journal of Organizational Behavior*, and *Journal of Management & Organization*.

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Victoria K. Wells is Professor of Sustainable and Ethical Management at The York Management School, York University (UK). Her research interests lie in the application of behavioural psychology to consumers, foraging ecology models of consumer behaviour and environmental behaviour, psychology and social marketing with a particular focus on employee behaviour. Prior to joining academia she worked in Marketing Communications as an Account Executive. She has published in a wide

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