

## **D. Ramona Bobocel, Ph.D.**

Director of Fairness at Work Lab

<https://uwaterloo.ca/fairness-at-work-lab/>

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### **EDUCATION**

University of Alberta (1980-1984): Bachelor of Science, Honours Psychology; Advisor: Brendan Rule  
University of Western Ontario (1984-1986): M.A. Psychology; Supervisor: Richard Sorrentino  
University of Western Ontario (1986-1992): Ph.D. Psychology; Supervisor: John Meyer

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### **EMPLOYMENT HISTORY**

Visiting Professor: University of the Sunshine Coast	Jan-July 2016
Full Professor, University of Waterloo	2014-present
Visiting Professor: Vrije Universiteit Amsterdam	Sept-Dec 2000
Visiting Professor: Duke University	Jan-July 2001
Associate Professor, University of Waterloo	1999-2014
Assistant Professor, University of Waterloo	1992-1999
Lecturer (Full-time), Centre for Administrative Studies, Western Ontario	1990-1992
Lecturer (Part-time), Department of Psychology, Western Ontario	1987-1989

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### **ACADEMIC AWARDS AND DISTINCTIONS**

Fellow, American Psychological Society	2025
Fellow, Society for Industrial and Organizational Psychology	2024
Outstanding Performance Award, Faculty of Arts, University of Waterloo	2019, 2022
Teaching Excellence Award, Faculty of Arts, University of Waterloo	2022
Fellow, Canadian Psychological Association	2017
Fellow, Association of Psychological Science	2014
Morton Deutsch Best Paper Award, <i>International Society for Justice Research</i>	2011
Ontario Premier's Research Excellence Award	2002-2007
Doctoral Fellowship: Social Sciences and Humanities Research Council of Canada	1985-1989
MacEacheran Gold Medal in Psychology, University of Alberta	1984

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### **RESEARCH PROGRAM**

My research program focuses on the study of fairness in the workplace, which aims to understand how unfairness affects employees, why unfairness persists in the workplace, and how to promote the fair treatment and well-being of employees. My goal is to create healthier and more functional workplaces.

## PROFESSIONAL AFFILIATIONS

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Association for Psychological Science (APS)	
International Society for Justice Research (ISJR)	
American Psychological Association (APA)	Division 8: Personality and Social Psychology (SPSP) Division 9: Psychological Study of Social Issues Division 14: Industrial-Organizational Psych (SIOP)
Canadian Psychological Association (CPA)	Section 9: Industrial-Organizational Psych (CSIOP) Section 14: Social and Personality
Academy of Management (AOM)	Division 3: Organizational Behavior Division 18: Conflict Resolution Division 20: Women and Management Division 21: Managerial and Organizational Cognition

## RESEARCH GRANTS

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*All sole PI, except # 7 & 16*

1. Social Science and Humanities Research Council of Canada (SSHRC) Insight Grant: <i>Investigating Impediments to Achieving Organizational Justice</i>	2022-2027	\$283,089
2. SSHRC Insight Grant: <i>Expanding the Boundaries of Justice Research: The Role of Construal</i>	2017-2022	\$229,250
3. SSHRC Insight Grant: <i>New Directions in Justice Research: Victims, Observers, and Enactors</i>	2012-2016	\$146,542
4. SSHRC Conference Grant: <i>The 13<sup>th</sup> Biennial Meeting of the International Society for Justice Research: Equality and Rights in a Diverse Society</i>	2009-2010	\$31,000
5. SSHRC Research Grant: <i>Making the Workplace Fairer by Emphasizing our Connections to Others</i>	2008-2011	\$119,116
6. University of Waterloo SSHRC Grant: <i>Justice and Self</i>	2007-2008	\$10,500
7. SSHRC Workshop: <i>The Ontario Symposium on Justice &amp; Legitimacy</i> (with A. Kay & M. Zanna)	2006-2007	\$18,000
8. Ontario Premier's Research Excellence Award: <i>The Psychology of Justice in the Workplace</i>	2002-2007	\$150,000
9. SSHRC Research Grant: <i>The Formation and Perseverance of Justice Perceptions</i>	2002-2006	\$105,500
10. Bell University Research Labs: <i>Perceptions of Fairness in Work Organizations: Causes and Consequences</i>	2002-2004	\$272,480
11. SSHRC Research Grant: <i>Social Justice in the Changing Workplace</i>	1999-2002	\$60,000

12. SSHRC Research Grant: <i>Justice in the Workplace</i>	1996-1999	\$46,384
13. University of Waterloo SSHRC Grant: <i>Development and Validation of Measures of Perceptions of Workplace Fairness</i>	1995-1996	\$4,900
14. University of Waterloo SSHRC Grant: <i>The Social Side of Procedural Justice in the Organization: Managerial Accounts</i>	1993-1994	\$5,000
15. University of Waterloo SSHRC Grant: <i>Reactions to Favourable Outcomes Distributed by Unfair Procedures</i>	1992-1993	\$4,500
16. University of Western Ontario Academic Development Fund <i>Organizational Behavior Research Laboratory</i> (with N. Allen, J. Finegan, I. Gellatly, & L. Purdy)	1990-1991	\$29,215

## PUBLICATIONS: BOOKS

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1. **Bobocel, D. R.**, Kay, A. C., Zanna, M. P., & Olson, J. M. (Eds.) (2010). *The psychology of justice and legitimacy: The Ontario symposium* (Vol. 11). New York: Psychology Press.

## PUBLICATIONS: INVITED BOOK CHAPTERS (Refereed)

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*Coauthors who were students at the time of the research are underlined.*

1. **Bobocel, D. R.** & Mu, F. (2016). Organizational justice and employee commitment: A review of contemporary research. In J. P. Meyer (Ed.), *Handbook on employee commitment* (pp. 346-360). Cheltenham, UK: Edward Elgar.
2. **Bobocel, D. R.** & Gosse, L. (2015). Procedural justice: An historical review and critical analysis. In R. Cropanzano & M. Ambrose (Eds.), *Oxford handbook of justice in the workplace* (pp. 51-87). New York: Oxford University Press.
3. Rizvi, S., & **Bobocel, D. R.** (2015). Using the concept of distance to broaden the horizons of organizational justice. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Research in social issues in management: Social dynamics of organizational justice* (Vol. 8, pp. 37-59). Charlotte, NC: Information Age.
4. **Bobocel, D. R.**, & Zdaniuk, A. (2010). Injustice and identity: How we respond to unjust treatment depends on how we perceive ourselves. In D. R. Bobocel, A. C. Kay, M. P. Zanna, & J. M. Olson (Eds.), *The psychology of justice and legitimacy: The Ontario symposium* (Vol.11, pp. 27-52). New York: Psychology Press.
5. **Bobocel, D. R.**, & Zdaniuk, A. (2005). How can explanations be used to foster organizational justice? In J. Greenberg, & J. Colquitt (Eds.), *Handbook of organizational justice* (Vol. 1, pp. 469-498). Mahwah, NJ: Lawrence Erlbaum Associates.
6. Blader, S. L., & **Bobocel, D. R.** (2005). Wanting is believing: Understanding psychological processes in organizational justice by examining subjectivity in justice judgments. In S. Gilliland, D. Steiner, D. Skarlicki, & K. Van den Bos (Eds.), *Research in social issues in management: What motivates fairness in organizations?* (Vol. 4, pp. 3-29). Greenwich, CT: Information Age Publishing.

7. **Bobocel, D. R., Son Hing, L. S., Holmvall, C. M., & Zanna, M. P.** (2002). Policies to redress social injustice: Is the concern for justice a cause both of support and of opposition? In M. Ross, & D. Miller (Eds.), *The justice motive in everyday life* (pp. 204-225). New York: Cambridge University Press.
8. **Bobocel, D. R., & Holmvall, C. M.** (2001). Are interactional justice and procedural justice different? Framing the debate. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Research in social issues in management: Theoretical and cultural perspectives on organizational justice* (Vol. 1, pp. 85-108). Greenwich, CT: Information Age Publishing.
9. **Bobocel, D. R., Davey, L. M., Son Hing, L. S., & Zanna, M. P.** (2000). The concern for justice: Cause or rationalization? In R. Cropanzano (Ed.), *Justice in the workplace: From theory to practice* (Vol. 2, pp. 121-143). Mahwah, NJ: Lawrence Erlbaum Associates.
10. **Bobocel, D. R., McCline, R. L., & Folger, R.** (1997). Letting them down gently: Conceptual advances in explaining controversial organizational policies. In C. L. Cooper & D. M. Rousseau (Eds.), *Trends in organizational behavior* (Vol. 4, pp. 73-88). Chichester, UK: John Wiley & Sons.

## PUBLICATIONS: JOURNAL ARTICLES (Refereed)

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1. Van Houwelingen, G., **Bobocel, D. R., & Okimoto, T. G.** (2025). Conflicting Loyalties: Cognitive Abstraction Drives Whistleblowing Behavior Among Those Who Value Loyalty. *Social Justice Research*, 38(1), 48-74.
2. Shen, W., **Bobocel, D. R., & Becker, J.** (2025). Intersectional penalties for perceived interpersonal justice violations among Black and Hispanic male leaders. *Journal of Business and Psychology*, 40, 903-923.
3. **Bobocel, D. R., & Brockner, D. R.** (2024). Application of justice theory to address social issues: Introduction to the special issue. *Organizational Psychology Review*, 14(2), 282-287.
4. Brockner, J., & **Bobocel, D. R.** (2024). How theory and research in organizational justice can help to address organizational and social issues. Focal article in *Organizational Psychology Review*, 14(2), 288-306.
5. Mu, F., Shen, W., & **Bobocel, D. R., & Barron, A. H.** (2024). Investigating gendered reactions to manager mistreatment: Testing the presumed role of prescriptive stereotypes. *Journal of Organizational Behavior*, 45(5), 720-740.
6. Brienza, J. P., Dorfman, A., & Bobocel, D. R. (2024). Mind the gap: Wise reasoning attenuates gender pay gap scepticism in men. *European Journal of Social Psychology*, 54(1), 237-250.
7. Marques, T., Ramos, S., Patient, D., & Bobocel, D. R. (2023). Harnessing the potential of older workers through relationships at work: Social support, feedback, and performance. *Work, Aging, and Retirement*, 1-16, <https://doi.org/10.1093/workar/waad016>
8. Francesco, S., Patient, D. Diehl, M-R., **Bobocel, D. R.** (2021). Thank you for the bad news: Reducing cynicism in highly identified employees during adverse organizational change. *Journal of Occupational and Organizational Psychology*, 95, 90-130.

9. **Bobocel, D. R.** (2021). Current directions in organizational justice. *Special Issue on IO Psychology in Canada: Canadian Journal of Behavioural Science*, 2, 98-105.
10. Holt, L. M., **Bobocel, D. R.**, & Chen, V. (2021). Delivering bad news fairly: Higher construal level promotes interactional justice enactment through perspective taking. *Journal of Organizational Behavior*, 42(6), 708–725.
11. Gevaux, N.S., Nilsen, E. S., **Bobocel, D. R.**, & Gault, S. F. (2020). Children’s reactions to inequality: Associations with empathy and parental teaching of just world beliefs. *Journal of Applied Developmental Psychology*, 70, 101189, 1-13.
12. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (2020). When to explain why or how it happened: Tailoring accounts to fit observers’ construal level. *Journal of Experimental Psychology: Applied*, 26, 158–170.
13. Mu, F., & **Bobocel, D. R.** (2019). Why did I say sorry? Apology motives and transgressor perceptions of reconciliation. *Journal of Organizational Behavior*, 40, 912–930.
14. Brienza, J. P., Kung, F. Y. H., Santos, H. C., **Bobocel, D. R.**, & Grossmann, I. (2018). Wisdom, bias, and balance: Toward a process-sensitive measurement of wisdom-related cognition. *Journal of Personality and Social Psychology*, 115, 1093-1126.
15. Brienza, J. P., & **Bobocel, D. R.** (2017). Employee age-alter the effects of justice on emotional exhaustion and organizational deviance. *Frontiers in Psychology*, 8, Article ID 479, 1-15.
16. Grossmann, I., Brienza, J. P., & **Bobocel, D. R.** (2017). Wise deliberation sustains cooperation. *Nature Human Behaviour*, 1 (#0061), 1-6. Plus Supplementary Information, 1 (#0061), 1-20.
17. Rizvi, S. & **Bobocel, D. R.** (2016). Promoting forgiveness through psychological distance. *Social Psychological and Personality Science*, 7, 875-883.
18. Brockner, J., Wiesenfeld, B. M., Siegel, P. A., **Bobocel, D. R.**, & Liu, Z. (2015). Riding the fifth wave: Organizational justice as a dependent variable. *Research in Organizational Behavior*, 35, 103-121.
19. Zdaniuk, A., & **Bobocel, D. R.** (2015). The role of charismatic leadership in promoting workplace forgiveness. *Leadership Quarterly*, 26, 863-877.
20. Day, M. V., & **Bobocel, D. R.** (2013). The weight of a guilty conscience: Subjective body weight as an embodiment of guilt. *PLoS ONE* 8, 1-7: e69546.
21. **Bobocel, D. R.** (2013). Coping with unfair events constructively or destructively: The roles of overall justice and self-other orientation. *Journal of Applied Psychology*, 98, 720-731.
22. Zdaniuk, A., & **Bobocel, D. R.** (2013). The automatic activation of (un)fairness behavior in organizations. *Human Resource Management Review*, 23, 254-265.
23. Umphress, E. E., Simmons, A., Folger, R., Ren, R., & **Bobocel, D. R.** (2012). Observer reactions to interpersonal injustice: The roles of perpetrator intent and victim perception. *Journal of Organizational Behavior*, 34, 327-349.

24. Baumert, A., Otto, K., Thomas, N., Bobocel, D. R., & Schmitt, M. (2012). Processing of unjust and just information: Interpretation and memory performance related to dispositional victim sensitivity. *European Journal of Personality*, 26, 99-110.
25. Zdaniuk, A., & Bobocel, D. R. (2012). Vertical individualism and injustice: The self-restorative function of revenge. *European Journal of Social Psychology*, 42, 640-651.
26. Zdaniuk, A., & Bobocel, D.R. (2011). Independent self-construal and opposition to affirmative action: The role of microjustice and macrojustice preferences, *Social Justice Research*, 24, 341-364.
27. Otto, K., Baumert, A., & Bobocel, D.R. (2011). Cross-cultural differences in the evaluation of distributive justice principles: Resource type and uncertainty management. *Social Justice Research*, 24, 255-277. Winner of Morton Deutsch 2011 Best Paper Award.
28. Son Hing, L. S., Bobocel, D. R., Zanna, M. P., Garcia, D. M., Gee, S. S., & Oraziotti, K. (2011). The merit of meritocracy. *Journal of Personality and Social Psychology*, 101, 433-450.
29. Holmvall, C. M., & Bobocel, D. R. (2008). What fair procedures say about me: Self-construals and reactions to procedural fairness. *Organizational Behavior and Human Decision Processes*, 105, 147-168.
30. Son Hing, L. S., Bobocel, D. R., Zanna, M. P., & McBride, M. V. (2007). Authoritarian dynamics and unethical decision making: High social dominance orientation leaders and high right-wing authoritarianism followers. *Journal of Personality and Social Psychology*, 92, 67-81.
31. **Bobocel, D. R., & Hafer, C. L.** (2007). Justice motive theory and the study of justice in work organizations: A conceptual integration. *European Psychologist*, 12, 283-289.
32. Van den Bos, K., Peters, S. L., Bobocel, D. R., & Ybema, J. F. (2006). On preferences and doing the right thing: Satisfaction with advantageous inequity when cognitive processing is limited. *Journal of Experimental Social Psychology*, 42, 273-289.
33. Irving, P. G., Coleman, D. F., & **Bobocel, D. R.** (2005). The moderating effect of negative affectivity in the procedural justice-job satisfaction relation. *Canadian Journal of Behavioural Sciences*, 37, 20-32.
34. Peters, S. L., Van den Bos, K., & Bobocel, D. R. (2004). The moral superiority effect: Self versus other differences in satisfaction with being overpaid. *Social Justice Research*, 17, 257-273.
35. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (2002). Meritocracy and opposition to affirmative action: Making concessions in the face of discrimination. *Journal of Personality and Social Psychology*, 83, 493-509.
36. Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. E. (2001). Moral virtues, fairness heuristics, social entities, and other denizens of organizational justice. *Journal of Vocational Behavior*, 58, 164-209.
37. Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. E. (2001). Self-enhancement biases, laboratory experiments, George Wilhelm Friedrich Hegel, and the increasingly crowded world of organizational justice. *Journal of Vocational Behavior*, 58, 260-272.

38. Davey, L. M., **Bobocel, D. R.**, Son Hing, L. S., & Zanna, M. P. (1999). The preference for the merit principle scale: An individual difference measure of distributive justice preferences. *Social Justice Research, 12*, 223-240.
39. **Bobocel, D. R.**, Son Hing, L. S., Davey, L. M., Stanley, D. J., & Zanna, M. P. (1998). Justice-based opposition to social policies: Is it genuine? *Journal of Personality and Social Psychology, 75*, 653-669.
40. **Bobocel, D. R.**, & Debeyer, M. (1998). Explaining controversial organizational decisions: To legitimize the means or the end? *Social Justice Research, 11*, 21-40.
41. **Bobocel, D. R.**, Agar, S., Meyer, J. P., & Irving, G. P. (1998). Managerial accounts and fairness perceptions in third-party conflict resolution: Differentiating the effects of shifting responsibility and providing justification. *Basic and Applied Social Psychology, 20*, 133-143.
42. **Bobocel, D. R.**, & Farrell, A. C. (1996). Sex-based promotion decisions and interactional fairness: Investigating the influence of managerial accounts. *Journal of Applied Psychology, 81*, 22-35.
43. **Bobocel, D. R.**, & Meyer, J. P. (1994). Escalating commitment to a failing course of action: Separating the roles of choice and justification. *Journal of Applied Psychology, 79*, 360-363.
44. Tett, R. P., **Bobocel, D. R.**, Hafer, C. L., Lees, M. C., Smith, C., & Jackson, D. N. (1992). The dimensionality of Type A behavior within a stressful work simulation. *Journal of Personality, 60*, 533-551.
45. Meyer, J. P., **Bobocel, D. R.**, & Allen, N. J. (1991). Development of organizational commitment during the first year of employment: A longitudinal study of pre- and post-entry influences. *Journal of Management, 17*, 717-733.
46. Sorrentino, R. M., **Bobocel, D. R.**, Gitta, M. Z., Olson, J. M., & Hewitt, E. C. (1988). Uncertainty orientation and persuasion: Individual differences in the effects of personal relevance on social judgments. *Journal of Personality and Social Psychology, 55*, 357-371.
  - Reprinted in Higgins, E. T., & Kruglanski A. (Eds.) (2000). *Motivational science: Social and personality perspectives*, pp. 336-353. New York: Psychology Press.

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## INVITED CONFERENCE PAPERS: SYMPOSIA (Refereed)

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1. **Bobocel, D. R.** (June 2023). *Conducting research with impact*. Invited panel discussion presented at the 84<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, ON.
2. **Bobocel, D. R.** (August 2023). *Reconciling care and justice in organizations*. Discussion paper in symposium at the 85<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.
3. Mu, F. & **Bobocel, D. R.** (April 2022). *Am I still a victim? Rumination and forgiveness outcomes depend on why employees grant forgiveness*. Paper presented in symposium at the 38<sup>th</sup> annual meeting of the Society for Industrial-Organizational Psychology, Seattle, WA.
4. Nishioka, M., **Bobocel, D. R.**, & Beck, J. W. (August 2022). *Overall justice perceptions can undermine support for victims of unfairness*. Paper presented in symposium at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA. **\*Showcase Symposium**
5. Van Houwelingen, G., **Bobocel, D. R.**, & Okimoto, T. (July 2021). *Cognitive abstraction determines moral behavior in nested dilemmas*. Paper presented in symposium at the 18<sup>th</sup> biennial meeting of the International Society for Justice Research, Lisbon, Portugal (Virtual)

6. **Bobocel, D. R.** (July 2021). New perspectives on forgiveness and self-forgiveness. Invited discussant in symposium at the 18<sup>th</sup> biennial meeting of the International Society for Justice Research, Lisbon, Portugal (Virtual)
7. Nishioka, M., Beck, J. W., & **Bobocel, D. R.** (August 2020). *Are managers strategic about behaving fairly? Subordinate uncertainty and manager fairness enactment*. Paper accepted for presentation in symposium at the 80th annual meeting of the Academy of Management, Vancouver, BC (session cancelled) \***Showcase Symposium**.
8. Howard, C., Nurmohamed, S., **Bobocel, D. R.**, Aquino, K., & Graso, M. (August 2020). *Easier lie the heads: Evidence of a gender vilification gap in appraisals of employee misbehavior*. Paper to be presented in symposium at the 80th annual meeting of the Academy of Management, Vancouver, BC (session cancelled) \***Showcase Symposium**
9. Holt, L. & **Bobocel, D. R.** (May 2020). *Promoting interactional justice enactment during bad news delivery: The roles of construal level and perspective taking*. Paper presented in CSIOP Graduate Student Symposium at the 81<sup>st</sup> annual meeting of the Canadian Psychological Association, Montreal, QC (Virtual)
10. **Bobocel, D. R.** (August 2019). *Forgiveness, reintegration, and redemption: Toward an inclusive organization*. Invited discussant in symposium at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA. \***Showcase Symposium**
11. **Bobocel, D. R.** (Nov 2019). *Forgiveness in the workplace*. Invited address presented at the 14<sup>th</sup> annual Southwestern Ontario Industrial/Organizational and Organizational Behavior (IOOB) Graduate Student Conference, Waterloo, ON.
12. Mu, F., Shen, W., & **Bobocel, D. R.** (August 2019). *Subordinate gendered reactions to supervisor interpersonal justice violations*. Paper presented in symposium session at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.
13. **Bobocel, D. R.** (June 2018). *Forgiveness in the Workplace*. Invited keynote address for the Canadian Society of Industrial-Organizational Psychology at the 29<sup>th</sup> International Congress of Applied Psychology, Montreal, QC.
14. Adams, G. S., Raj, M., & **Bobocel, D. R.** (July 2018). *Third-party perceptions of forgivers: Moral heroes, doormats, and self-righteous martyrs*. Paper presented in a symposium on third-party reactions to justice responses of others at the annual meeting of the Academy of Management, Chicago, IL.
15. **Bobocel, D. R.** & Brienza, J. P. (May 2017). *Employee age and differential sensitivity to injustice: Testing a moderated-mediation model*. Paper presented in a symposium on organizational justice at the biennial Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.
16. **Bobocel, D. R.** (May 2017). *New perspectives on organizational justice*. Discussion paper at the biennial Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.
17. Mu, F. & **Bobocel, D. R.** (August 2017). *Forgiveness motives and work outcomes*. Paper presented in a symposium at the annual meeting of the Academy of Management, Atlanta, GA.
18. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (August 2017). *When to explain why or describe how: Tailoring explanations to recipient construal level*. Paper presented in a symposium at the annual meeting of the Academy of Management, Atlanta, GA.
19. Brienza, J. P. & **Bobocel, D. R. (presenter)** (August 2016). *Employee age moderates the effect of workplace fairness on emotional exhaustion and deviance*. Paper presented in a symposium on “Managing Diversity: An Emerging Meaning-Making Framework” at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
20. **Bobocel, D. R.** (March 2016). *Causes, consequences, construal, and cognition: Implications for interpersonal forgiveness*. Paper presented at invited “Interpersonal Forgiveness Research Incubator,” Society for Australasian Social Psychologists, Queensland, Australia.



21. **Bobocel, D. R. & Mu, F.** (2015). *Relationship repair in the workplace: Why do offenders apologize?* Paper presented in a symposium on “Offender morality in the aftermath of wrongdoing” at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC. **Winner of Organizational Behavior Best Symposium Award.**
22. **Bobocel, D. R. & Rizvi, S.** (August 2015). *Broadening the study of justice through psychological distance.* Paper presented in a symposium on “Social and organizational consequences of construal level” at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC.
23. **Rizvi, S. & Bobocel, D. R.** (August 2015). *The role of causal reasoning in workplace forgiveness.* Paper presented in a symposium on “New insights into forgiveness and mercy in the workplace” at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC.
24. **Gosse, L. & Bobocel, D. R.** (June 2014). *Third-party perceptions of those who forgive.* Paper presented in a symposium on “Forgiving Injustice: Forging New Directions” at the International Society for Justice Research, New York.
25. **Gosse, L. & Bobocel, D. R.** (August 2014). *Helpful, but weak? Coworker impressions of peers who forgive.* Paper presented in symposium on “Kind-hearted Reactions to the Offenses of Others” at the 74<sup>th</sup> annual Academy of Management, Philadelphia.
26. **Bobocel, D.R.** (May 2014). Discussant for symposium on “Expanding the Boundaries of Justice Research” at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
27. **Bobocel, D. R., & Mitchell, J.** (August 2013). *Delivering negative news: The gender inequity of interactional justice.* Paper presented in a symposium on “New directions in organizational justice research” at the 73<sup>rd</sup> annual meeting of the Academy of Management, Orlando, Florida.
28. **Bobocel, D. R., & Rizvi, S.** (June 2013). *Forgiveness and repentance: The benefits of psychological distance.* Paper presented in a symposium on “Interpersonal forgiveness: New directions” at the 74<sup>th</sup> annual meeting of the Canadian Psychological Association, Quebec City, Quebec.
29. **Gosse, L., & Bobocel, D. R.** (September 2012). *The negative consequences of unearned forgiveness for those who forgive.* Paper presented in a symposium on “Third party perceptions of forgiveness: at the 14<sup>th</sup> biennial meeting of the International Society for Justice Research, Rishon LeZion, Israel.
30. **Bobocel, D. R., & Rizvi, S.** (September 2012). *Facilitating forgiveness via psychological distance.* Paper presented in symposium on “Forging New Directions in Forgiveness Research” at the 14<sup>th</sup> biennial meeting of the International Society for Justice Research, Rishon LeZion, Israel.
31. **Bobocel, D. R., & Mitchell, J.** (September 2012). *Gender and leader interpersonal fairness.* Paper presented in symposium on “Boundary Conditions of Interactional Justice” at the 14<sup>th</sup> biennial meeting of the International Society for Justice Research, Rishon LeZion, Israel.
32. **Rizvi, S., & Bobocel, D. R.** (August 2012). *Enhancing workplace forgiveness and forgiveness-seeking: The beneficial effects of psychological distance.* Paper presented in symposium on “New Directions in Forgiveness Research” at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, Massachusetts.
33. **Bobocel, D. R., & Rizvi, S.** (June 2012). *Using the concept of distance to broaden the horizon of organizational justice,* 7<sup>th</sup> International Round Table on Innovations in Organizational Justice, Nice, France.
34. **Bobocel, D. R.** (August 2011). *The future of justice research: Influences on the enactment of justice.* Member of a panel discussion and workshop on “Organizational justice research: Forging new directions and breaking boundaries” at the 71<sup>st</sup> annual meeting of the Academy of Management, San Antonio, Texas.
35. **Bobocel, D. R., Nagy, G., & Goreham, K. L.** (April 2011). *Enacting interactional fairness: The role of self-construal.* Paper presented in symposium on “Justice and Self-Identity” at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
36. **Bobocel, D. R., Goreham, K. L., & Zdaniuk, A.** (August 2010). *Coping with unfairness: The role of an interdependent self-construal.* Paper presented in symposium on “Injustice and the Self” at the 13<sup>th</sup> biennial meeting of the International Society for Justice Research, Banff, Alberta.

37. **Bobocel, D. R., & Zdaniuk, A.** (June 2008). *Forgiving injustice: The importance of perceiving ourselves as connected to others*. Paper presented at the 5<sup>th</sup> International Round Table on Innovations in Organizational Justice, Lisbon, Portugal.
38. **Bobocel, D. R., & Zdaniuk, A.** (August 2007). *An identity-based approach to understanding victims' responses to injustice*. Paper presented at the 11<sup>th</sup> Ontario Symposium on "the Psychology of Justice and Legitimacy," Waterloo, Ontario.
39. **Bobocel, D. R., Son Hing, L., & Zanna, M. P.** (April 2007). *Affirmative action: Another look at the authenticity of justice-based opposition*. Paper presented in the symposium "Advances and future directions in affirmative action research" at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, New York, New York.
40. **Bobocel, D. R., & Zdaniuk, A.** (April 2007). *Self-identity and reactions to justice*. Paper presented in the symposium "Justice and the self" at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, New York, New York.
41. **Bobocel, D. R., & Zdaniuk, A.** (August 2006). *Injustice and revenge: The role of identity*. Paper presented in the symposium "Rethinking the nomological network of justice concepts" at the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, Georgia.
42. **Bobocel, D. R., & Goreham, K. L.** (April 2005). *Determinants of managerial (in)sensitivity: The role of self- and other-focus*. Paper presented in the symposium "Individual differences in justice processes" at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
43. **Bobocel, D. R.** (November 2004). *Building trust through fairness*. Invited paper presented at the Bell University Labs National Conference, Toronto, Ontario.
44. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (June 2004). *Attitudes toward affirmative action: Re-examining the role of justice-based opposition*. Paper presented in a symposium on "Attitudes toward affirmative action" at the 10<sup>th</sup> biennial meeting of the International Society for Justice Research, Regina, Saskatchewan.
45. **Holmval, C. M., & Bobocel, D. R.** (April 2004). *Are fair procedures threatening or reassuring?* Paper presented in the symposium "Victims' reactions to injustice" at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
46. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (January 2004). *Revisiting the role of justice-based opposition to affirmative action*. Paper presented in the symposium "Understanding opposition to affirmative action: Reconciling justice concerns and redistributive social policy" at the 5<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Austin, Texas.
47. **Holmval, C. M., & Bobocel, D.R. (presenter)** (December 2002). *An identity-based approach to understanding why people care about fairness*. Research Workshop on the Justice Motive, Boca Raton, Florida.
48. **Bobocel, D. R., & Irving, G. P.** (August 2002). *Changes in perceived justice over time: A longitudinal analysis*. Paper presented in the symposium "Third-party vs. victim reactions to injustice" at the 62<sup>nd</sup> annual meeting of the Academy of Management, Denver, Colorado.
49. **Bobocel, D. R., & Holmval, C.M.** (June 2002). *Self construals and the fair process effect*. Paper presented in the symposium "Motivational foundations in justice reasoning" at the 9<sup>th</sup> biennial meeting of the International Society for Justice Research, Skövde, Sweden.
50. **Bobocel, D.R.** (May 2002). *New directions in justice research*. Discussant for student symposium on "Advances in organizational justice: New theories, methods, and research" at the 63<sup>rd</sup> annual meeting of the Canadian Psychological Association, Vancouver, British Columbia.
51. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (February 2002). *Justice concerns and reactions to affirmative action*. Paper presented at the Inaugural Pre-conference at the 3<sup>rd</sup> annual meeting of the Society for Personality and Social Psychology, Savannah, Georgia.
52. **Bobocel, D. R.** (September 2001). *Social justice research: Past, current, and future directions*. Festschrift in honour of Melvin Lerner, University of Waterloo, Waterloo, Ontario.
53. **Bies, R., & Bobocel, D. R.** (August 2001). *The case of interactional justice v. procedural justice:*

- Concurring and dissenting opinions.* Paper presented in the symposium "Controversies in organizational justice research" at the 61<sup>st</sup> annual meeting of the Academy of Management, Washington, DC.
54. **Bobocel, D. R., Holmvall, C. M., Zdaniuk, A., & Son Hing, L. S.** (September 2000). *Is it always fair to treat people the same?* Paper presented in the symposium "Justice in the work organization: Conceptual and empirical advances" at the 8<sup>th</sup> biennial meeting of the International Society for Justice Research, Tel Aviv, Israel.
  55. **Bobocel, D. R., & Bies, R.** (August 2000). *Interactional justice and procedural justice: Different or equivalent constructs?* Paper presented in the symposium "Images of justice in the eyes of employees: What makes a process fair in work settings?" at the 60<sup>th</sup> annual meeting of the Academy of Management, Toronto, Ontario.
  56. **Bobocel, D. R.** (May 2000). *Ways of conducting research on employment discrimination: Some better than others?* Round table leader at workshop on "Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, Theory, and Practice," Rice University, Houston, Texas.
  57. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (April 2000). *Understanding justice-based opposition to affirmative action.* Paper presented in the symposium "Individual differences and reactions to affirmative action," at the 15<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (Div. 14, APA), New Orleans, Louisiana.
  58. **Bobocel, D. R., & Holmvall, C.** (June 1999). *Are interactional justice and procedural justice different? Framing the debate.* Paper presented at the Inaugural International Round Table on Innovations in Organizational Justice, Nice, France.
  59. **Bobocel, D. R., & Holmvall, C. M.** (April 1999). *Distributive, procedural, and interactional justice: Exploring the nomological network of organizational justice constructs.* Paper presented in the symposium "Conceptual and measurement advances in organizational justice research" at the 14<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
  60. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (June 1998). *Justice-based opposition to affirmative action: Absolute or conditional effects?* Paper presented in the symposium "New directions in justice research" at the 59<sup>th</sup> annual meeting of the Canadian Psychological Association, Edmonton, Alberta.
  61. **Bobocel, D. R., Son Hing, L. S., & Zanna, M. P.** (May 1998). *Objections to the violation of justice: The moderating effect of perceptions of bias in the workplace.* Paper presented in the symposium "New directions in procedural justice research" at the 7<sup>th</sup> Biennial Meeting of the International Society for Justice Research, Denver, Colorado.
  62. **Bobocel, D. R., & Meyer, J. P.** (June 1995). *Employment Equity in Ontario: A survey of employee reactions.* Paper presented in the symposium "Employment equity in Canada" at the 56<sup>th</sup> annual meeting of the Canadian Psychological Association, Charlottetown, Prince Edward Island.
  63. **Bobocel, D. R., & Farrell, A.** (August 1994). *Sex-based promotion decisions and perceptions of leader fairness: Investigating the influence of managerial accounts.* Invited paper presented at the 54<sup>th</sup> annual meeting of the Academy of Management, Dallas, Texas. **Runner-up for Dorothy Harlow Distinguished Paper Award, Women & Management Division.**
  64. **Bobocel, D. R., & Farrell, A.** (July 1994). *The relative influence of causal and ideological accounts on justice perceptions in the context of employment equity.* Paper presented in the symposium "Employment equity" at the 55<sup>th</sup> annual meeting of the Canadian Psychological Association, Penticton, British Columbia.

## CONFERENCE PRESENTATIONS: Papers and Posters (Refereed)

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1. Barron, A. H., & Bobocel, D. R. (July 2025). *The halo of high performance: How perpetrator performance influences mistreatment claim credibility*. Poster presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark.
2. Xing, I., & Bobocel, D. R. (June 2025). *When fairness perceptions fuel silence: Bystander reactions to gender-based workplace mistreatment*. Poster presented at the 86th Annual Canadian Psychological Association, St. John's, NL.
3. Carroll, T. A., Lui, X., & Bobocel, D. R. (June 2025). *Navigating the politics of diversity policy fairness*. Poster presented at the 86th Annual Canadian Psychological Association, St. Johns, NF.
4. Carroll, T. A., & Bobocel, D. R. (June 2025). *Construct validation of inconsistent fairness perceptions*. Paper presented at the 86th Annual Canadian Psychological Association, St. Johns, NF.
5. Stephens, A., Barron, A. H., & Bobocel, D. R. (May 2025). *A fairness paradox: Are overall fairness perceptions associated with lower support for diversity initiatives?* Paper and poster presented at the Administrative Sciences Association of Canada Conference, Waterloo, ON. **[Selected for presentation as both a poster and paper.]**
6. Stephens, A., Barron, A. H., & Bobocel, D. R. (April 2025). *A fairness paradox: Are overall fairness perceptions associated with lower support for diversity initiatives?* Poster presented at the University of Waterloo Psychology Discovery Conference, Waterloo, ON.
7. Barron, A. H., & Bobocel, D. R. (June 2024). *The performance bias: The effect of employee performance history on manager judgments of claim credibility*. Poster presented at the 85th Annual Canadian Psychological Association, Ottawa, ON.
8. Xing, I., Michela, J.L., & Bobocel, D.R. (June 2024). *Student evaluations of teaching mostly measure customer satisfaction among university students: Further evidence from a policy capturing design*. Poster presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON.
9. Barron, A. H., & Bobocel, D. R. (April 2024). *Employee performance influences how managers judge coworker mistreatment claims*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
10. Xing, I., Michela, J.L., & Bobocel, D.R. (April 2024). *Student evaluations of teaching mostly measure customer satisfaction among university students: Further evidence from a policy capturing design*. Poster presented at the University of Waterloo Psychology Discovery Conference, Waterloo, ON.
11. Carroll, T. A. & Bobocel, D.R. (June 2024). *Informational justice in bad news conversations: A double-edged sword?* Poster presented at the 85th annual meeting of the Canadian Psychological Association, Ottawa, ON.
12. Herrewynen, M. R. V., Belfiore, C. C., Hillebrandt, A., & Bobocel, D. R. (June 2024). *Morality and misconduct: How employees respond to leader behaviour amidst organizational transgressions*. Poster presented at the 85th annual meeting of the Canadian Psychological Association, Ottawa, ON.
13. Carroll, T. A., & Bobocel, D. R. (June 2023). *Do I have to? Compulsory citizenship behaviour predicts managers' perceived workload via resource depletion*. Poster presented at the 84<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, ON.
14. Barron, A. H., Bobocel, D. R., & Shen, W. (June 2023). *Behaving justly: An examination of the behaviours underlying bad news delivery*. Poster presented at the 84th annual meeting of the Canadian Psychological Association, Toronto, ON. **Best Poster Award: 1<sup>st</sup> place.**
15. Deshpande, H., & Bobocel, D. R. (June 2023). *My Supervisor Did What? Construal Level Affects Employees' Holistic Impressions of Supervisor Fairness*. Poster presented at the 84<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, ON.
16. Mendelenko, O., & Bobocel, D. R. (June 2023). *Sorry, not sorry: The interplay of manager gender and apology type on apology effectiveness*. Poster presented at the 84<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, ON.

17. Tang, M., **Bobocel, D. R.**, & Adair, W. L. (June 2022). *"I" or we" when delivering bad news? The effects of self-construal on interactional justice*. Poster presented at the 83<sup>rd</sup> annual meeting of the Canadian Psychological Association, Calgary, AB.
18. Carroll, T. A. & **Bobocel, D. R.** (June 2022). *Understanding and mitigating inconsistency in leaders' procedural justice*. Poster presented at the 83<sup>rd</sup> annual meeting of the Canadian Psychological Association, Calgary, AB.
19. Barron, H. A., Mu, F., & **Bobocel, D. R.** (June 2022). *Forgiveness outcomes in the workplace depend on why employees decide to forgive*. Poster presented at the 83<sup>rd</sup> annual convention of the Canadian Psychological Association, Calgary, AB. **Best Poster Award: 3<sup>rd</sup> place.**
20. Carroll, T. A. & **Bobocel, D. R.** (April 2022). *Understanding and mitigating variability in leaders' procedural justice*. Poster presented at the Psychology Discovery Conference, University of Waterloo, ON.
21. Nishioka, M., **Bobocel, D. R.**, Beck, J. W., & Mu, F. (July 2021). *Don't believe the victim? Employee's perception of workplace fairness undermines their support toward victims of injustice*. Paper presented at the 18th International Society for Justice Research (ISJR) Conference.
22. Dorfman, A., Brienza, J. P., & **Bobocel, D. R.** (October 2021). *Mind the gap: Wise reasoning attenuates a male bias toward gender pay-gap denialism*. Paper presented at the inaugural International Wisdom Summit. (Virtual). **Winner of the Best Early Career Scholar Presentation.**
23. Marques, T., Patient, D. L., **Bobocel, D. R.**, & Ramos, S. (August 2021). *Age differences in the importance of interpersonal justice in the workplace*. Paper presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management (Virtual).
24. Marques, T., Ramos, S., Patient, D. L., & **Bobocel, D. R.** (August 2021). *Managing older workers through relationships at work: Social support, feedback, and performance*. Paper presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management (Virtual).
25. Brienza, J. P. & Dorfman, A., & **Bobocel, D. R.** (July 2021). *Mind the gap: Wise reasoning attenuates a male bias toward gender pay-gap denialism*. Paper presented at the 18<sup>th</sup> biennial meeting of the International Society for Justice Research, Lisbon, Portugal (Virtual).
26. Nishioka, M., **Bobocel, D. R.**, Beck, J. W., & Mu, F. (July 2021). *Don't believe the victim? Employee's perception of workplace fairness undermines their support toward victims of injustice*. Paper presented at the 18<sup>th</sup> biennial meeting of the International Society for Justice Research, Lisbon, Portugal (Virtual).
27. Marques, T., Patient, D. L., **Bobocel, D. R.**, & Ramos, S. (July 2021). *Age differences in the salience of and reactions to interpersonal justice*. Paper accepted for presentation at the 18<sup>th</sup> biennial meeting of the International Society for Justice Research, Lisbon, Portugal (Virtual).
28. Mitrovic, I., & **Bobocel, D. R.** (June 2021). *Blinded from the truth? Perceptions of discrimination during COVID-19*. Poster presented at the 82<sup>nd</sup> meeting of the Canadian Psychological Association (Virtual).
29. Barron, A. H., & **Bobocel, D. R.** (June 2021). *She can't handle the truth: Do gender stereotypes undermine managers' enactment of justice?* Paper presented at the 82<sup>nd</sup> meeting of the Canadian Psychological Association (Virtual). **Winner of the CSIOP RHR-Kendall Award for Best Student Paper.**
30. Gault, S., Gevaux, N., Nilsen, L., & **Bobocel, D. R.** (April 2021). *Children's reactions to inequality: Associations with empathy and parental teaching of just world belief*. Poster presented at the biennial meeting of the Society for Research in Child Development (Virtual).
31. Marques, T., Patient, D. L., **Bobocel, D. R.**, & Ramos, S. (May 2020). *Age differences in the salience of justice in the workplace and their impact on employee performance and trust in supervisor*. Paper accepted for presentation at the 11<sup>th</sup> meeting of the International Congress of Work Psychology and Human Resources, Canary Islands, Spain. (conference cancelled)

32. Barron, A., Gosse, L., & **Bobocel, R.** (May 2020). *Forgiveness in the workplace: Third-party perceptions of peers who forgive*. Poster accepted at the 81st annual meeting of the Canadian Psychological Association, Montreal, QC. (session cancelled)
33. Mu, F., **Bobocel, D. R.**, & Shen, W. (May 2020). *Unfair before, unfair now? Implicit beliefs about personality and stability of justice perceptions*. Poster accepted at the 81st annual meeting of the Canadian Psychological Association, Montreal, QC. (session cancelled)
34. Mitrovic, I., Mu, F., King, M.A.L., & **Bobocel, D.R.** (May 2020). *Fair for me is fair for you: Paradoxical effects of organizational justice on discounting unfairness*. Poster accepted at the 81st annual meeting of the Canadian Psychological Association, Montreal, QC. (session cancelled)
35. Gevaux, N. S., Nilsen, E. S., **Bobocel, D. R.**, & Gault, S. F. (May 2020) *Children's reactions to inequality: Associations with empathy and parental beliefs*. Poster accepted at the 81st annual meeting of the Canadian Psychological Association. Montreal, QC. (session cancelled)
36. Van Houwelingen, G., **Bobocel, D. R.**, & Okimoto, T. (May 2019). *A higher loyalty: Loyalty vs. fairness conflicts and the role of construal level*. Presented at the 2nd Distances in Organizations Workshop, New York, NY.
37. Nishioka, M., Beck, J. W., & **Bobocel, D. R.** (April 2019). *When should I be very fair? Managers' fairness enactment in response to volatility*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
38. Graso, M., Stouten, J., Aquino, K., & **Bobocel, D. R.** (August 2018). *Hell hath no fury: Gendered responses to workplace transgressions*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
39. Adams, G. S., Raj, M., & **Bobocel, D. R.** (July 2018). *Third-party perceptions of forgivers: Moral heroes, doormats, and self-righteous martyrs*. Paper presented in a symposium on third-party reactions to justice responses at the 17th biennial meeting of the International Society for Justice Research, Atlanta, Georgia.
40. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (July 2018). *The why and how of managerial explanations*. Paper presented in a symposium on perceiving justice in work organizations at the 17th biennial meeting of the International Society for Justice Research, Atlanta, Georgia.
41. Nishioka, M., & **Bobocel, D. R.** (June 2018). *Does an abstract mindset make you lenient? The interactive effects of overall justice perception and construal level mindset on judgments of supervisor's unfair behaviours*. Paper presented at the 29th meeting of the International Congress of Applied Psychology, Montreal, Quebec. **Winner of the CSIOP RHR-Kendall Award for Best Student Paper.**
42. Nishioka, M., **Bobocel, D.R.**, & Beck, J. W. (April 2018). *When should I be very fair? Managers' fairness enactment in response to volatility*. Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
43. Mu, F., & **Bobocel, D. R.** (June 2018). *Gender stereotypes and manager adherence to organizational justice rules*. Poster presented at the 29th International Congress of Applied Psychology, Montréal, Québec, Canada.
44. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (May 2018). *When to explain why: Tailoring explanations to fit recipient construal level*. Paper presented at the 1st annual Distances in Organizations Workshop, Montreal, Quebec.
45. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (January 2017). *When to Explain Why: How Recipients' Construal Level Shapes Perceptions of Fairness Following Managers' Explanations for Unfavorable Organizational Outcomes*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
46. Mu, F. & **Bobocel, D. R.** (August 2017). *Forgiveness motives and work outcomes*. Paper presented in a symposium at the annual meeting of the Academy of Management, Atlanta, Georgia.
47. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (August 2017). *When to explain why or describe how: Tailoring explanations to recipient construal level*. Paper presented in a symposium at the annual meeting of the Academy of Management, Atlanta, Georgia.

48. Carter, A. B., **Bobocel, D. R.**, & Brockner, J. (January 2017). *When to Explain Why: How Recipients' Construal Level Shapes Perceptions of Fairness Following Managers' Explanations for Unfavorable Organizational Outcomes*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
49. Brienza, J. P., Grossmann, I. & **Bobocel, D.R.** (January 2016). *Wise reasoning promotes cooperation*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
50. Mu, F. & **Bobocel, D. R.** (August 2015). *Uncovering apology motives in workplace transgressions*. Poster presented at the 76<sup>th</sup> annual meeting of the Canadian Psychological Association, Ottawa
51. Brienza, J., Santos, H., **Bobocel, D. R.**, & Grossman, I. (June 2015). *The processes of wisdom: A large scale investigation of ego-decentered reasoning*. Poster presented at the 76<sup>th</sup> annual meeting of the Canadian Psychological Association, Ottawa.
52. Brienza, J., Santos, H., **Bobocel, D. R.**, & Grossman, I. (May 2015). *The processes of wisdom: A large scale investigation of ego-decentered reasoning*. Poster presented at the annual Southwestern Ontario Behavioral Decision Research Conference, Toronto, ON.
53. Hanig, S., Brienza, J., **Bobocel, D. R.**, & Leung, K. (June 2014). *Subjective perceptions of vertical pay dispersion: The status of meritocracy in America matters*. Poster presented at the Biennial Conference of the International Society for Justice Research, New York, NY.
54. Brienza, J., & **Bobocel, D. R.** (May 2014). *Workplace injustice, burnout, and deviance: The moderating role of employee age*. Poster presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
55. Rizvi, S., & **Bobocel, D. R.** (June 2014). *Promoting forgiveness in the workplace via construal level*. Poster presented at the 75th annual meeting of Canadian Psychological Association, Vancouver, BC.
56. Hanig, S., Brienza, J., & Leung, K., & **Bobocel, D. R.** (2013). *Attitudes toward economic redistribution: Status-justifying and cognitive antecedents*. Poster presented at the Association for Psychological Science Annual Convention, Washington, DC.
57. Zarina, T., & **Bobocel, D. R.** (June 2013). *When leaders make mistakes: Perceptions of leader competence after sex-typed errors*. Poster presented at the 74th annual meeting of the Canadian Psychological Association, Quebec City, Quebec.
58. Brienza, J., & **Bobocel, D. R.** (June 2013). *The effect of employee age on the impact of organizational injustice*. Poster presented at the 74th annual meeting of the Canadian Psychological Association, Quebec City, Quebec.
59. Gosse, L., & **Bobocel, D. R.** (September 2012). *The negative consequences of unearned forgiveness for those who forgive*. Paper presented in symposium on "Forging New Directions in Forgiveness Research" (Chair: R. Bobocel) at the 14<sup>th</sup> biennial meeting of the International Society for Justice Research, Rishon LeZion, Israel.
60. Rizvi, S., & **Bobocel, D. R.** (August 2012). *Do people who forgive, forget?* Poster presented at 13<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Diego, California.
61. Rizvi, S., & **Bobocel, D. R.** (August 2012). *Enhancing forgiveness via psychological distance*. Poster presented at the Justice Pre-conference of the 13<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Diego, California.
62. Rizvi, S., & **Bobocel, D. R.** (June 2012). *The effects of psychological distance on forgiveness*. Poster presented at the 73<sup>rd</sup> annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.
63. Zdaniuk, A., & **Bobocel, D. R.** (July 2011). *The role of charismatic leadership in promoting follower forgiveness*. Paper presented at the 39<sup>th</sup> annual meeting of Administrative Sciences Association of Canada, Montreal, Quebec.
64. Shantz, E., & **Bobocel, D. R.** (June 2011). *The moderating role of group membership in the relation between self-construal and forgiveness*. Poster presented at the 72<sup>nd</sup> annual meeting of the Canadian Psychological Association, Toronto, Ontario.
65. Mitchell, J., & **Bobocel, D. R.** (June 2011). *The effects of being treated fairly: The moderating role*

- of leader gender*. Poster presented at the 72<sup>nd</sup> annual meeting of the Canadian Psychological Association, Toronto, Ontario.
66. Day, M. V., & Bobocel, D. R. (January 2011). *The weight of guilt*. Poster presented at the 12<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
  67. Bell, C., Barclay, L., & Bobocel, D. R. (August 2010). *A qualitative analysis of reactions to injustice as a function of interdependent and independent self-construals*. Paper presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Quebec.
  68. Zdaniuk, A., & Bobocel, D. R. (August 2010). *Unfair leaders and implicit priming effects*. Paper presented at the 13<sup>th</sup> biennial meeting of the International Society for Justice Research, Banff, Alberta.
  69. Zdaniuk, A., & Bobocel, D. R. (May 2010). *Attitudes toward affirmative action: The role of micro-justice and macro-justice concerns*. Paper presented at the 38<sup>th</sup> annual Administrative Sciences Association of Canada, Regina, Saskatchewan.
  70. Tsang, K. L., Zdaniuk, A., & Bobocel, D. R. (June 2008). *Forgiving unfair treatment: The role of interdependent self-construal*. Poster presented at the 69<sup>th</sup> annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.
  71. Goreham, K., & Bobocel, D. R. (October 2007). *Fairness in the workplace: Does being treated unfairly oneself lead to the unfair treatment of others?* Poster presented at 2017: The Workplace Conference, Waterloo, Ontario.
  72. Goreham, K., & Bobocel, D. R. (August 2007). *Does unfairness beget unfairness? The effect of independent self-construal on treatment of an innocent other*. Poster presented at the 11<sup>th</sup> Ontario Symposium: The Psychology of Justice and Legitimacy, Waterloo, Ontario.
  73. Goreham, K., & Bobocel, D. R. (June 2007). *Pass it on: Self-construal and treatment of an innocent other*. Poster presented at the 68<sup>th</sup> annual meeting of the Canadian Psychological Association in Ottawa, Ontario.
  74. Baumert, A., Müller, P. A., Otto, K., Bobocel, D. R., & Schmitt, M. (August 2006). *Justice sensitivity and memory performance for justice-related information*. Paper presented in the symposium "Justice sensitivity" at the 11<sup>th</sup> biennial meeting of the International Society for Justice Research, Berlin, Germany.
  75. Otto, K., Baumert, A., & Bobocel, D. R. (August 2006). *Cultural differences and distributive justice: Acceptance of uncertainty and its influence on preference for equality or equity*. Paper presented at the 11<sup>th</sup> biennial meeting of the International Society for Justice Research, Berlin, Germany.
  76. Baumert, A., Otto, K., Müller, P. A., Bobocel, D. R., & Schmitt, M. (July 2006). *Justice sensitivity and memory performance for justice-related information*. Poster presented at the 13<sup>th</sup> European Conference on Personality, Athens, Greece.
  77. Zdaniuk, A., & Bobocel, D. R. (June 2006). *Who is most likely to avenge an injustice and why? The role of independent self-construal*. Paper presented in a symposium at the 67<sup>th</sup> annual meeting of the Canadian Psychological Association, Calgary, Alberta.
  78. Goreham, K., & Bobocel, D. R. (June 2006). *Antecedents of interpersonal fairness: Who is more sensitive?* Poster presented at the 67<sup>th</sup> annual meeting of the Canadian Psychological Association, Calgary, Alberta.
  79. Baumert, A., Otto, K., & Bobocel, D. R. (September 2005). *Justice and memory: Accessibility of justice concepts and elaboration of encoding of justice-related information*. Paper presented at the 10<sup>th</sup> meeting of the German Psychological Association, Jena, Germany.
  80. Holmvall, C. M., & Bobocel, D. R. (July 2005). *Procedural fairness and work attitudes: The moderating role of interdependent self-construal*. Poster presented at the 9<sup>th</sup> European Congress of Psychology, Granada, Spain.
  81. Goreham, K. L., & Bobocel, D. R. (June 2005). *Exploring the delicate art of bearing bad news: Effects of dispositional self- and other-focus on managers' expectations and distancing behaviours*. Poster presented at the 66<sup>th</sup> annual meeting of the Canadian Psychological Association, Montreal, Quebec.



82. Son Hing, L. S., Gee, S., Bobocel, D. R., & Zanna, M. P. (June 2004). *But she's incompetent: Investigating opposition to affirmative action*. Poster presented at the 5<sup>th</sup> biennial meeting of the Society for the Psychological Study of Social Issues, Washington, DC.
83. Son Hing, L. S., Oraziotti, K., & Bobocel, D. R. (June 2004). *Attitudes toward diversity initiatives*. Paper presented in the symposium "Intergroup research in social psychology: (Mis)perceiving the out-group" at the 65<sup>th</sup> annual meeting of the Canadian Psychological Association, St. John's, Newfoundland.
84. Irving, P. G., Bobocel, D. R., & Montes, S. (April 2004). *Negative affectivity in procedural justice-job satisfaction relations*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
85. Irving, P. G., Montes, S., & Bobocel, D. R. (April 2004). *Procedural justice as a moderator of psychological contract breach effects*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
86. Blader, S., & Bobocel, D. R. (June 2003). *Wanting is believing: Understanding psychological processes in organizational justice by examining subjectivity in fairness judgments*. Paper presented at the 3<sup>rd</sup> International Round Table on Innovations in Organizational Justice, Utrecht, Netherlands.
87. Zdaniuk, A., Bobocel, D. R., & Holmvall, C. M. (April 2003). *When is it fair to treat people differently in decision making?* Poster presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
88. Peters, S. L., Van den Bos, K., & Bobocel, D. R. (February 2003). *The moral superiority effect: Satisfaction of self and others with advantageous inequity*. Poster presented at the 4<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Los Angeles, California.
89. Peters, S. L., Van den Bos, K., Ybema, J. F., & Bobocel, D. R. (June 2002). *Ethical considerations and egoism-based pleasure: Reactions to advantageous inequity under cognitive load*. Paper presented at the 13<sup>th</sup> annual meeting of the European Association of Experimental Social Psychology, San Sebastian, Spain.
90. Peters, S. L., Van den Bos, K., Ybema, J. F., & Bobocel, D. R. (June 2002). *Ethical considerations and egoism-based pleasure: Reactions to advantageous inequity under cognitive load*. Paper presented at the 9<sup>th</sup> biennial meeting of the International Society for Justice Research, Skövde, Sweden.
91. Irving, G. P., & Bobocel, D. R. (June 2002). *Correlates of transactional and relational psychological contracts*. Paper presented at the 30<sup>th</sup> annual meeting of the Administrative Sciences Association of Canada, Winnipeg, Manitoba.
92. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (June 2002). *Leaders who are high in social dominance orientation and followers who are high in right wing authoritarianism: A lethal union for unethical decision making*. Paper presented at the 4<sup>th</sup> biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Ontario.
93. Holmvall, C. M., & Bobocel, D. R. (May 2002). *Linking procedural justice with interdependent and independent self construals*. Paper presented in the student symposium "Advances in organizational justice: New theories, methods, and research" held at the 63<sup>rd</sup> annual meeting of the Canadian Psychological Association, Vancouver, British Columbia.
94. Zdaniuk, A., Holmvall, C. M., & Bobocel, D. R. (May 2002). *When will decision-makers treat people differently?* Poster presented at the 63<sup>rd</sup> annual meeting of the Canadian Psychological Association, Vancouver, British Columbia.
95. Montes, S. M., Irving, P. G., & Bobocel, D. R. (April 2002). *Reexamination of psychological contract violation*. Poster presented at the 17<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario.
96. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (February 2002). *An authoritarian lethal union*. Poster presented at the 3<sup>rd</sup> annual meeting of the Society for Personality and Social Psychology, Savannah, Georgia.
97. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (July 2001). *Social dominance orientation and*

- unethical decision making*. Paper presented at the 13<sup>th</sup> annual meeting of the American Psychological Society, Toronto, Ontario.
98. Zdaniuk, A., Holmvall, C. M., Bobocel, D. R., & Son Hing, L. S. (June 2001). *Consistent versus inconsistent treatment: Perceptions of fairness for the self and others*. Poster presented at the 62<sup>nd</sup> annual meeting of the Canadian Psychological Association, Laval, Quebec.
  99. Holmvall, C. M., & Bobocel, D. R. (June 2001). *Evaluating procedural justice: Are fairness perceptions policy dependent?* Poster presented at the 62<sup>nd</sup> annual meeting of the Canadian Psychological Association, Laval, Quebec.
  100. Irving, P. G., & Bobocel, D. R. (April 2001). *The ties that bind: Psychological contracts and normative commitment*. Paper presented in the symposium "Advances in organizational commitment" at the 16<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (Div. 14, APA), San Diego, California.
  101. Holmvall, C. M., Zdaniuk, A., Son Hing, L. S., & Bobocel, D. R. (April 2001). *Is opposition to inconsistent treatment inevitable?* Poster presented at the 16<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology (Div. 14, APA), San Diego, California.
  102. Bobocel, D. R., & Holmvall, C. M. (July 2000). *The moderating role of people's preference for equity on the experience of workplace fairness*. Paper presented at the 27<sup>th</sup> International Congress of Psychology, Stockholm, Sweden.
  103. Baron, K., Blais, M. R., Bobocel, D. R., & Levesque, M. (June 2000). *The motivating impact of perceptions of organizational justice*. Paper presented in the symposium "A motivational model of organizational behavior" at the 61<sup>st</sup> annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
  104. Holmvall, C. M., & Bobocel, D. R. (June 2000). *Linking fairness perceptions and work attitudes: The role of the preference for equity*. Poster presented at the 61<sup>st</sup> annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
  105. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (June 2000). *Discrimination perceptions mitigate opposition to affirmative action*. Poster presented at the 3<sup>rd</sup> biennial meeting of the Society for the Psychological Study of Social Issues (Div. 9, APA), Minneapolis, Minnesota.
  106. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (May 2000). *How does the perception of discrimination affect attitudes toward affirmative action? It depends on the nature of the policy*. Poster presented at a conference on "Psychological and organizational perspectives on discrimination in the workplace: Research, theory, and practice" at Rice University, Houston, Texas.
  107. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (August 1998). *Selling affirmative action*. Poster presented at the 106<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, California.
  108. Son Hing, L. S., Bobocel, D. R., & Zanna, M. P. (June 1998). *Affirmative action schemas*. Poster presented at the 2<sup>nd</sup> biennial meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, Michigan.
  109. Bobocel, D. R., & Debeyer, M. (April 1998). *Explaining controversial organizational decisions: To legitimize the end or the means?* Poster presented at the 13<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  110. Son Hing, L. S., Bobocel, D. R., Zanna, M. P., & Davey, L. M. (August 1997). *The multiple psychologies of opposition to affirmative action*. Poster presented at the 105<sup>th</sup> annual meeting of the American Psychological Association, Chicago, Illinois.
  111. Bobocel, D. R., Son Hing, L. S., Davey, L. M., & Zanna, M. P. (July 1997). *Justice concerns: Cause or rationalization?* Paper presented in the symposium "Procedural justice in the organization" at the 6<sup>th</sup> biennial meeting of the International Society for Justice Research, Potsdam, Germany.
  112. Davey, L. M., Bobocel, D. R., Stanley, D. J., & Zanna, M. P. (June 1997). *Reactions to an affirmative action program beneficiary*. Poster presented at the 58<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, Ontario.
  113. Baron, K. A., & Bobocel, D. R. (June 1997). *Does the end always justify the means? The case of a*

- salient, disadvantaged other*. Paper presented in a symposium on student research at the 58<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, Ontario.
114. Davey, L. M., **Bobocel, D. R.**, Stanley, D., & Zanna, M. P. (August 1996). *Development and validation of two resource allocation surveys*. Poster presented at the 23<sup>rd</sup> International Congress of Psychology, Montreal, Quebec.
  115. Baron, K. A., **Bobocel, D. R.**, & Whyte, N. M. (August 1996). *Fairness reactions to a layoff situation*. Poster presented at the 104<sup>th</sup> annual meeting of the American Psychological Association, Toronto, Ontario.
  116. Stanley, D., Davey, L. M., Zanna, M. P., & Bobocel, D. R. (May 1996). *Prejudicial and merit-based opposition to affirmative action*. Poster presented at the 1<sup>st</sup> annual meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, Michigan.
  117. **Bobocel, D. R.**, Agar, S., & Meyer, J. P. (April 1996). *Fairness in third-party conflict resolution: Investigating the effect of managerial accounts*. Poster presented at the 11<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.
  118. **Bobocel, D. R.**, & Sehra, M. (May 1993). *Exploring the dimensionality of procedural justice criteria*. Poster presented at the 54<sup>th</sup> annual meeting of the Canadian Psychological Association, Montreal, Quebec.
  119. **Bobocel, D. R.**, & Meyer, J. P. (August 1991). *The effects of choice and justification on persistence with failure*. Poster presented at the 99<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, California.
  120. Tett, R. P., **Bobocel, D. R.**, Hafer, C. L., Lees, M. C., Smith, C. A., & Jackson, D. N. (May 1990). *A simulation approach to the measurement of Type A behavior*. Poster presented at the 51<sup>st</sup> annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
  121. **Bobocel, D. R.**, & Meyer, J. P. (May 1990). *The escalation of commitment to a failing course of action*. Poster presented at the 51<sup>st</sup> annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
  122. **Bobocel, D. R.**, Meyer, J. P., & Allen, N. J. (June 1988). *Longitudinal analysis of the relations among job choice variables, work experiences, and organizational commitment*. Paper presented at the 49<sup>th</sup> annual meeting of the Canadian Psychological Association, Montreal, Quebec.
  123. Sorrentino, R. M., **Bobocel, D. R.**, & Gitta, M. Z. (August 1987). *Uncertainty orientation: Implications for personal relevance and persuasion*. Poster presented at the 95<sup>th</sup> annual meeting of the American Psychological Association, New York, New York.
  124. **Bobocel, D. R.**, & Sorrentino, R. M. (June 1986). *The role of uncertainty orientation in systematic and heuristic models of persuasion*. Poster presented at the 47<sup>th</sup> annual meeting of the Canadian Psychological Association, Toronto, Ontario.

## RESEARCH COLLOQUIA & KEYNOTE ADDRESSES

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Keynote for IOOB Graduate Student Conference	Nov 2019
Keynote for CSIOP at the International Congress of Applied Psychology	June 2018
University of Calgary, Haskayne School of Business	June 2017
Queensland University of Technology	June 2016
University of the Sunshine Coast	June 2016
University of Waterloo, Management Sciences	February 2010
York University, Keynote at Conference on Gender and Organizational Justice	January 2011
University of British Columbia, Sauder School of Business	October 2008
University of Toronto, Rotman School of Business	April 2008
Keynote for I/O psychology section at the 18 <sup>th</sup> annual meeting of the American Psychological Association	May 2006
Brock University, Department of Psychology	December 2004

Concordia University, John Molson School of Business	September 2004
University of Toronto at Scarborough, Department of Psychology	April 2002
University of Western Ontario, Richard Ivey Business School	November 2001
Duke University, Fuqua School of Business	March 2001
Tulane University, A.B. Freeman School of Business	March 2001
University of North Carolina at Chapel Hill, Department of Psychology	February 2001
Leiden University, Department of Social and Organizational Psychology	December 2000
Free University of Amsterdam, Department of Social Psychology	November 2000
University of Toronto, Rotman School of Management	January 1999
University of Waterloo, 18 <sup>th</sup> Annual Faculty of Arts Lecture Series	December 1998
University of Western Ontario, Social & I/O Divisions, Department of Psychology	April 1996
University of Waterloo, Department of Management Sciences	July 1995
University of Saskatchewan, Department of Psychology	March 1994
Queen's University, Department of Psychology	July 1993
Columbia University Teacher's College, NY, Department of Psychology	October 1992
University of Waterloo, Department of Psychology	April 1992
University of Windsor, Department of Psychology	April 1992
St. Thomas University, Department of Psychology	February 1992
University of Western Ontario, Centre for Administrative Studies	March 1989
University of Guelph, Department of Psychology	March 1989
Miami University, Oxford, Ohio, Department of Psychology	March 1989

## STUDENT THESIS SUPERVISION

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### *Postdoctoral Fellows*

### *Year Completed*

Leanne Gosse	2012-2014
Agnes Zdaniuk	2007-2008

### *PhD Students*

Taylor Carroll	In progress
Amy Barron	In progress
Midori Nishioka (co-supervised with James Beck)	2022
Roxy Merklend (co-supervised with Jay Michela)	2022
Frank Mu	2020
Justin Brienza	2017
Sana Rizvi	2015
Katrina Goreham	2009
Agnes Zdaniuk	2005
Samantha Montes (co-supervised with Greg Irving, Wilfrid Laurier)	2005
Camilla Holmvall	2003
Leanne Son Hing	2000

### *MA/MASc Students*

Abigail Pew	In progress
Alison Stephens	In progress
Iris Xing	2025
Olha Mendelenko	2024
Harshadaa Deshpande	2023

Taylor Carroll	2022
Muriel Tang (co-supervised with Wendi Adair)	2022
Igor Mitrovic	2021
Amy Barron	2021
Lauren Holt	2020
Frank Mu	2016
Tanya Zarina	2015
Justin Brienza	2013
Jayna Mitchell	2012
Elizabeth Shantz	2011
Corey Bainerman	2010
Sean Schofield-Hurwitz	2010
Graham Nagy	2009
Kathy Tsang	2008
Katrina Goreham	2004
Agnes Zdaniuk	2002
Camilla Holmvall	1999
Leanne Son Hing	1997
Kim Baron	1997
Liane Davey	1995
Nicole Whyte	1995
Julie Patenaude	1994

***Undergraduate Honours Thesis Students***

***Year Completed***

Jessica Cho	In progress
Alison Stephens	2025
Olha Mendelenko (thesis award)	2021
Adam Adivi (co-supervised with Wendi Adair)	2019
Mercedes King	2019
Chloe Fournier	2018
Valerie Chen	2018
Nadine Boileau	2018
Yufei Luo	2017
Joel Becker (thesis award)	2017
Jordan Kemp	2015
Frank Mu (thesis award)	2014
Yoon Chu	2014
Eileen Qian	2014
Lisa Massaro	2011
Amanda Briganti (thesis award)	2010
Jayna Mitchell	2010
Edwina Cheung	2009
Sean Schofield-Hurwitz (thesis award)	2008
Domenica De Pasquale (co-advised with C. MacLeod)	2007
Pauline Kuk (co-advised with D. Brown)	2003
Amber Christie	2000
Agnes Zdaniuk	2000
Harjinder Gill	1997
Siobhan Lydon	1996
Graham Machacek (co-advised with M. Zanna)	1996

David Stanley (co-advised with M. Zanna) (thesis award)	1995
Michelle Debeyer	1995
Aaron Farrell	1994
Lisa Ridley	1993
Manjeet Sehra	1993

***Directed Studies/Research Apprenticeship Students***

Aiden Markazi	2025
Vel Mathanalingham	2025
Alison Stephens	2024
Meha Chauhan	2018
Roufan Ma	2017
Yiyi Hu	2017
Jayna Mitchell	2010
Adam Halpert	2007
Catherine Rawn	2003

**Other Activities Related to Graduate Training**

***Committee Member on PhD Thesis***

***Year Completed***

Caitlin Mischki (UBC, advisor Lea Caragata)	In progress
Amy Minnikin	2024
Anna Godellei	2022
Rochelle Evans	2022
Shane Litrell	2021
Vincent Phan	2021
Navio Kwok	2020
Yourie Kim	2020
Ed Yeung	2019
Dan Brady	2018
Lindie Liang	2016
Tracy Xiong	2015
Zhaleh Semnani-Azad	2015
Kevin Leung	2014
Justin Friesen (Social Area)	2013
Jennifer Komar	2013
Jane O'Reilly (UBC, advisor: Karl Aquino)	2013
Huiwen Lian	2011
Jeff Spence	2010
Heather McDonald	2009
Mehrdad Derayeh	2007
Kristyn Scott	2005
David Zweig	2001
Derek Chapman	2000
Rebecca Schalm (University of Guelph, advisor: Steve Cronshaw)	1998
Arla Day	1997
Kim Rogers (University of Guelph, advisor: Steve Cronshaw)	1997
Steve Harvey (University of Guelph, Kevin Kelloway)	1996
David Lynn	1992

***Reader on Completed Master's Thesis***

Charlotte Young	2025
Tony Feng	2025
Owen Malo	2024
Amy Li	2024
Jessica Trickey	2022
Pamela Campos-Ordonez	2022
Sarah Towers	2021
Alexa Dewhirst	2020
Paige Stirling	2019
Nicole Gevaux	2019
Sylvie Wiseman	2018
Polly Cheung	2018
Erica Naccarato	2017
Vincent Phan	2016
Yourie Kim	2016
Omar Ganai	2012
Amy Leung (Social Area)	2012
Lindie Liang	2012
Vivian Chan	2012
Stephanie Goyder	2011
Pylin Chuapetcharasopon	2011
Zhaleh Semnani-Azad	2010
Zhenhua Wang	2010
Jenesis Squires	2009
Michelle Castaldi	2009
Jennifer Palmer-Lewis	2004
Kendra Hughes	2003
Hayden Lewis	2003
Marie-Helene Daigle	2001
Alice Tjiu	2000
Aviva Greenstein	1999
Roy King	1998
Julie Carignan	1996
Donna Toivonen	1996
Arla Day	1992

## SERVICE

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### *Professional: National and International*

#### Conferences Co-organized:

Distances in Organizations Conference (New York)	2020
Inaugural Distances in Organizations Conference (Montreal, Quebec)	2019
Ontario Symposium (Waterloo, Ontario)	2008
International Society for Justice Research (ISJR) (Banff, Alberta)	2010

#### Conference Symposium Organizer:

International Society for Justice Research, Lisbon, Portugal	2021
Academy of Management, Atlanta, Georgia	2017
Academy of Management, Anaheim, California	2016

Academy of Management, Vancouver, British Columbia	2015
Society for Industrial and Organizational Psychology, Hawaii	2014
Canadian Psychological Association, Quebec City, Quebec	2013
International Society for Justice Research, Rishon LeZion, Israel	2012
International Society for Justice Research, Banff, Alberta	2010
International Society for Justice Research, Tel Aviv, Israel	2007
Other Professional Development Workshops and Committee Work:	
APS Janet Taylor Spence Award Committee for Transformational Early Career Contributions	2022-present
Conference Organizing Committee, ISJR Conference	2020-2021
Scientific Program Committee, ISJR Conference	2020-2021
Facilitator; Doctoral Consortium, ISJR	2021
Developing a Scholarly Career (50-min recorded interview) for ISJR	2021
Connect & Collaborate, Conflict Management Division (AOM)	2018
Junior Faculty Networking Event, Organizational Behavior Div (AOM)	2018
Mentor in CSIOP Student-Faculty Workshop (CPA)	2018, 2021
Service to the Canadian Psychological Association:	
Scientific Affairs Committee	2002-2003
Division 9: CSIOP President (President-Elect, Past President)	2000-2003
CSIOP Secretary-Treasurer	1994-1995
CSIOP Pre-convention Workshop Coordinator	1992-1993
CSIOP Best Paper Awards Committee (member, Chair)	1993-1995
Associate Editor:	
<i>Social Justice Research</i>	2013-2016 2003-2006
Consulting Editor:	
<i>Organizational Behavior and Human Decision Processes</i>	2013-present
<i>Journal of Management</i>	2010-present
<i>Social Justice Research</i>	2016-present
<i>European Journal of Social Psychology</i>	2009-2014
<i>Journal of Organizational Behavior</i>	2005-2007 1999-2003
Co-Editor (with Joel Brockner), <i>Organizational Psychology Review Special Issue (Application of justice theory to address social issues)</i>	2023-2024
Ad hoc Reviewing for Scholarly Journals:	
<i>Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Academy of Management Journal, Administrative Sciences Quarterly, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Psychological Science, Journal of Experimental Social Psychology, Personnel Psychology, Personality and Social Psychology Bulletin, Journal of Management, Journal of Personality, Social Justice Research, Basic and Applied Social Psychology, Journal of Applied Social Psychology, Canadian Journal of Behavioural Sciences, Canadian Psychology, Canadian Journal of Administrative Sciences</i>	1992-present
Ad hoc Annual Reviewer for Conferences:	
<i>CSIOP: Canadian Psychological Association</i>	1996-present



*Academy of Management  
Society for Industrial and Organizational Psychology*

PhD Thesis External Examiner:

Wilfrid Laurier University (Maria Francisca Saldanha)	2018
University of Calgary (Madelynn Stackhouse)	2017
York University (Careen Khoury)	2014
Western University (Matthew Maxwell-Smith)	2012
Wilfrid Laurier University (Alana Greco)	2011
York University (Alexander Santelli)	2009
University of British Columbia (David Patient)	2006
Concordia University (Usman Raja)	2004
Brock University (Irene Kambouris) MA Thesis	2000

Tenure and Promotion, Promotion Reviews:

York University	2024
Memorial University	2020
University of Calgary	2020
York University	2019
University of Ottawa	2017
University of Manitoba	2016
Wilfrid Laurier University	2007, 2012, 2013, 2016
University of Queensland	2012, 2016

Awards (nominator or letter of support), with colleague's institution:

George Miller Award (UW)	2020
CPA New Researcher Award (WLU)	2019
Gittler Award (UW)	2019
Killam Faculty Research Prize (UBC)	2019
SIOP Lifetime Achievement Award (Columbia)	2019
Colorado Boulder Faculty Assembly Excellence in Research (Colorado)	2019
CPA Lifetime Achievement Award (UW)	2018, 2021
Canada Research Chair (WLU)	2018
APS Rising Star nomination (UW)	2017
CPA New Research Award (UW)	2014

***Psychology Department: Elected***

Annual Performance Review Committee	2024-present 2016-2017 2013-2014
Department Tenure and Promotion Committee	2025-present 2021-2022 2019-2020 2014-2015 2012-2013 2011-2012 2010-2011 2009-2010 2008-2009

	2004-2005
	2002-2003
	2001-2002
	1999-2000
	1993-1994
Department Executive Committee	2022-2023
	2021-2022
	2020-2021
	2017-2018
	2013-2014
	2004-2005
	2001-2002
	1999-2000
	1996-1998
	1994-1996
Chair Search Committee	2007-2008
	2005-2006
<i><b>Psychology Department: Appointed</b></i>	
Chair of the Department Ethics Review Committee (DERC)	2018-2023
Research Experiences Group (REG)	
Chair	2018-2023
Member	2006-2015
Search Committee REG Staff Coordinator	2019-2020
	2012-2013
	2006-2007
Coordinator of I/O Area Research Seminar	2011-2012
	1994-2000
Head of I/O Psychology Area	2014-2015
	2006-2007
	2004-2005
	1999-2000
Coordinator for I/O Area Graduate Admissions	2011-2012
	2010-2011
	2009-2010
I/O Faculty Search Committee	2022-2023
	2021-2022
	2013-2014
	2011-2012
Graduate Affairs Committee	2006-2007
	2004-2005
	1999-2000

United Way, Psychology Department Representative	1995-1996
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***Arts Faculty (Dean Appointed), University of Waterloo***

Associate Dean, Research	2023-2024
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Arts Faculty Strategic Plan Task Force	2019-2020
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Honours and Awards Committee	2012-2014
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SSHRC Doctoral Fellowship Review Committee	1999-2000
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New faculty workshop: Successful SSHRC Grant Applications	1997-1999
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***University of Waterloo (Provost Appointed)***

University Appointed: Promotion and Tenure Committee (Faculty of Health)	2022-2023
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University Appointed: Chair Search Committee (Faculty of Arts)	2021-2022
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University Appointed: Chair Search Committee (Faculty of Applied Health Studies)	2019-2020
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University Appointed: Chair, Tenure and Promotion Tribunal	2019-2020
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University Appointed: Promotion and Tenure Committee (Faculty of Applied Health Studies)	2018-2019
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University Appointed: University Human Research Ethics Board Member	2018-2023
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University Appointed: Waterloo Awards Committee	2017-2023
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Steering Committee for Phase 2 of University Course Evaluation Project	2017-2020
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UW PhD Oral Examinations Chair's Pool (chairing 6 orals per year)	2017-2020 2010-2015 2006-2009
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UW Faculty Association, Psychology Representative	2012-2014
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## **RESEARCH EXPERTISE**

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Organizational Justice/Workplace Fairness  
Cooperation, Trust, Conflict Management  
Gender and Fairness  
Workplace Discrimination  
Managerial Judgment and Decision Making

## **TEACHING EXPERTISE**

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***Undergraduate***

Psychological Measurement  
Research Methods in I/O Psychology  
Organizational Justice  
Organizational Psychology  
Motivation and Work Behaviour

***Graduate***

Research Methods in I/O Psychology  
Organizational Justice  
Organizational Psychology: Theories & Research  
Group Dynamics