

Joerg Dietz, Ph.D.
HEC Lausanne
University of Lausanne
Quartier UNIL-Dorigny
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CH-1015 Lausanne
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EDUCATION

- Tulane University** New Orleans, LA
Ph.D., Organizational Behavior August, 2000
Dissertation Title: Serving employees in service organizations: Three competing models of organizational climate for employee well-being effects on organizational effectiveness (Committee: Arthur P. Brief [Chair], Michael J. Burke, William P. Dunlap, & Robert G. Folger)
- Bankakademie** Frankfurt/Germany
diplomierter Bankbetriebswirt June, 1994
Four years of executive education in business administration with a specialization in banking
- Christian-Albrechts-Universität** Kiel/Germany
Prediploma, Psychology November, 1993
Three years of undergraduate study

ACADEMIC POSITIONS

- Full Professor and Vice Dean of Faculty and Research** since 2012
Organizational Behavior
HEC Lausanne
University of Lausanne
- Full Professor and Head of the Department of Organizational Behavior** 2009-2012
Organizational Behavior
HEC Lausanne
University of Lausanne
- Associate Professor and Donald F. Hunter Professor in International Business** 2006-2008
Organizational Behavior/Industrial and Organizational Psychology
Richard Ivey School of Business with a cross-appointment in the Department of Psychology
University of Western Ontario
- Associate Professor** 2005 - 2006
Organizational Behavior
Richard Ivey School of Business
University of Western Ontario
- Visiting Scholar** January 2003 - July 2003
Organizational Behavior
Sauder School of Business
University of British Columbia

ACADEMIC POSITIONS, CONTINUED

Assistant Professor

Organizational Behavior 1999 - 2005
Richard Ivey School of Business
University of Western Ontario

OTHER WORK EXPERIENCE

Instructor, A. B. Freeman School of Business, Tulane University 1997 - 1999
Research Assistant, A. B. Freeman School of Business, Tulane University 1994 - 1999
Banking Officer, Landesbank Schleswig-Holstein, Kiel, Germany 1984 - 1994
Member of junior management group since 1991; International Securities
Market Association Bond-dealer Diploma (finished 3rd out of 177
participants from 25 countries) (1990)

AWARDS

Co-author of winning poster (prix de public) at the Doctoriales of the University of
Lausanne (with E. P. Kleinlogel) 2012
Runner-up for 2011 Emerald Best Symposium Award in International Management
at the Academy of Management Conference. 2011
Co-author of winning poster (prix de public) at the Doctoriales of the University of
Lausanne (with S. Binggeli, S. Bendahan, & F. Krings) 2011
Richard Ivey School of Business best selling case in 2009/2010 (top 15, over 3,000
copies sold) (with F. Olivera, The Leo Burnett Company Ltd.: Virtual Team
Management) 2010
Co-winner of the 2010 Carolyn Dexter Award of the Academy of Management 2010
Winner of Top Three Paper Award at the 2010 La Londe Conference in
La Londe, France (acceptance into *Journal of Service Management*) 2010
Co-winner of the Saroj Parasuraman award for the 2008 most outstanding
publication in gender and diversity research by the Gender and Diversity
Division of the Academy of Management 2009
Winner of Outstanding Discipline Award for Case Studies, Richard Ivey School
of Business (with F. Olivera, The Leo Burnett Company Ltd.: Virtual Team
Management) 2009
Dean's Letter of Commendation for classroom performance (HBA program) 2008
Invited faculty expert for an academic workshop on "Stereotyping and prejudice
in organizational context" co-hosted by the Universities of Lausanne and
Neuchatel, Switzerland 2008
2008 Honor Roll of the Organizational Behavior Teaching Society 2008
Winner of the university-wide Fellowship in Teaching Innovation award
(\$10,000) 2008
Invited participant for the "Welcoming Communities Conference" in London,
Ontario 2008

AWARDS, CONTINUED

Certificate for one of Ivey's ten best selling cases (7 th in 2006/2007, 8th in 2007/2008) (with F. Olivera, The Leo Burnett Company Ltd.: Virtual Team Management)	2007, 2008
Nominated for the 2006 Outstanding Publication in Organizational Behavior by the Organizational Behavior Division of the Academy of Management	2007
Invited speaker for the symposium on "The Language Battle: Speaking the Truth" by the Inter-American Law Review in Miami/Florida (declined)	2007
External Grant Stipend	2006
Runner Up ("Honourable Mention") for the Organizational Behavior Best Paper Award at the Annual Conference of the Administrative Sciences Association of Canada in Banff, AB/Canada	2006
Dean's Letter of Commendation for classroom performance (executive education)	2005
Tenured Faculty Research Merit Award	2005 - 2008
Dean's Letter of Commendation for classroom performance (HBA program)	2004
Richard Ivey School of Business MBA '79 Faculty Fellowship for outstanding young faculty	2002 - 2006
Co-winner (with T. Bansal) of the Ivey Innovative Teaching Award for the HBA program	2002
Selected by students as one of five instructors for HBA Parents Day	2001
Winner of the Management Education Best Paper Award at the Annual Conference of the Administrative Sciences Association of Canada in London, ON/Canada	2001
Co-winner of the Organizational Behavior Best Paper Award at the Academy of Management Conference in San Diego, CA	1998
Winner of the Lyman W. Porter Award from the Organizational Behavior Division at the Academy of Management Conference in Boston/MA	1997
Participant in the Doctoral Consortium of the Society for Industrial and Organizational Psychology	1997
Participant in the Organizational Behavior/Organization and Management Theory/Organization Development and Change Doctoral Consortium of the Academy of Management	1996
Full scholarship for Ph.D. studies	1995 - 1999
Fulbright Fellow	1994 - 1995

GRANTS

Principal investigator, Swiss National Sciences Foundation, Project Grant on Employment Discrimination: When Observers Intervene and When They Do not, augmentation of chf 45,820	2012 - 2013
Principal investigator, Swiss National Sciences Foundation, Project Grant on a Social Identity Model of Manager Prototypes, chf 320,648	2011 - 2014
Principal investigator, University of Lausanne, Project Grant on “Gestion de la diversité culturelle dans les salles de cours”, chf 21,589	2011
Principal investigator, Swiss National Sciences Foundation, Project Grant on Employment Discrimination: When Observers Intervene and When They Do not, chf 189,030	2010 - 2012
Co-investigator, Social Sciences and Humanities Research Council Management, Business & Finance Grant, Can\$83,000 (with M. Rothstein as principal investigator and V. M. Esses as co-investigator)	2006 - 2010
Principal investigator, UWO ADF Minor Grant on Observers of Workplace Aggression, Can\$7,962	2008
Principal investigator, Canadian Labor Researcher and Skills Network Grant on immigration (with V. M. Esses as co-principal investigator), Can\$15,984	2007 - 2008
Principal investigator, Western Foundation Academic Enrichment Grant on Designing a Classroom Exercise on Subtle Attitudes and Biases Can\$8,690	2007
Principal investigator, Social Sciences and Humanities Research Council Standard Research Grant on Community Demographics and Workforce Diversity Can\$76,982 (including \$15,000 Research Time Stipend) (ranked 7 th out of 179 applications)	2006 - 2009
Principal investigator, UWO ADF Major Grant on Discrimination against Immigrants (with V. M. Esses as co-principal investigator), Can\$42,500	2003 - 2005
Collaborator, Deutsche Forschungsgemeinschaft (German Research Council) Grant on Employment Discrimination (with L.-E. Petersen as principal investigator), Euro28,000 (approximately Can\$45,700)	2003 - 2005
Principal investigator, Social Sciences and Humanities Research Council Standard Research Grant on Employee Aggression (with S. L. Robinson as collaborator) Can\$83,800 (ranked 2 nd out of 88 applications)	2002 - 2006
Principal investigator, Richard Ivey School of Business Internal Research Grant, Can\$5,000	2000 - 2002

RESEARCH

RESEARCH INTERESTS

I am interested in factors that inhibit or facilitate employee effectiveness. I study employee-customer linkages, contextual antecedents of organizational behavior, and workforce diversity, with an emphasis on discrimination against immigrants. My research has been conducted in the U.S., Canada, and Germany.

Employee-Customer Linkages in Service Organizations

This research aims to identify boundary conditions for the relationship between the climate perceptions of employees and organizational performance. Current research examines the moderating role of psychological and physical closeness (contact) between employees and customers for this relationship.

Contextual Antecedents of Organizational Behavior

This research investigates the impact of community-level variables on organizational outcomes (e.g., workplace aggression and workforce diversity). It theorizes and shows that organizational phenomena do not only result from intra-organizational factors, but also from the communal context outside the organization.

Diversity, Prejudice and Discrimination in the Workplace

This research examines the interactive effects of prejudicial beliefs and organizational context factors on negative outcomes, such as weak diversity climates, employment discrimination and poor job attitudes. It suggests and demonstrates how organizations may inadvertently create a context (e.g., through vague criteria for person-organization fit) behind which organizational members can hide their prejudicial beliefs against outgroups. Currently, this research focuses on the treatment of immigrant applicants and employees.

REFEREED JOURNAL ARTICLES

Employee-Customer Linkages in Service Organizations

Dietz, J., Pugh, S. D., & Wiley, J. W. (2004). Service climate effects on customer attitudes: An examination of boundary conditions. *Academy of Management Journal*, 47(1), 81-92.

Pugh, S. D., Dietz, J., Wiley, J. W., & Brooks, S. M. (2002). Driving service effectiveness through employee-customer linkages. *Academy of Management Executive*, 16(4), 73-84.

Contextual Antecedents of Organizational Behavior

Pugh, S. D., Dietz, J., Brief, A. P., & Wiley, J. W. (2008). Looking inside and out: The impact of employee and community demographic composition on organizational diversity climate. *Journal of Applied Psychology*, 93(6), 1422-1428.

Brief, A. P., Umphress, E. E., Dietz, J., Burrows, J. W., Butz, R. M., & Scholten, L. (2005). Community matters: Realistic group conflict theory and the impact of diversity. *Academy of Management Journal*, 48(5), 830-844.

Dietz, J., Robinson, S. L., Folger, R., Baron, R. A., & Schulz, M. (2003). The impact of community violence and an organization's procedural justice climate on workplace aggression. *Academy of Management Journal*, 46(3), 317-326.

This study was reviewed in three practitioner journals:

Anonymous (2003). Is your lobby ripe for violence? *HR Focus*, 80(9), 5-6.

Anonymous (2003). Guidelines suggest fresh ways to curb workplace violence. *Security Director's Report*, June 2003, 2-3.

Anonymous (2003). Fresh environmental ideas that will keep your employees safe. *Security Director's Report*, May 2003, 7-8.

REFEREED JOURNAL ARTICLES, CONTINUED

Prejudice and Discrimination in the Workplace

- Binggeli, S., Dietz, J., & Krings, F. (2013). Immigrants: A forgotten minority. *Industrial and Organizational Psychology - Perspectives on Science and Practice*, 6(1), 107-113.
- Dietz, J. (2010). Introduction to the special issue on employment discrimination against immigrants. *Journal of Managerial Psychology*, 25(2), 104-112.
- Petersen, L. E., & Dietz, J. (2008). Employment discrimination: Authority figures' demographic preferences and followers' affective organizational commitment. *Journal of Applied Psychology*, 93(6), 1287-1300. ¹ Co-Winner of the 2008 Outstanding Publication of the Year in Gender, Diversity, and Organization Award of the Academy of Management.
- Dietz, J., & Guerrero, L., (2008). It reminds me of Mexico: Hispanic immigrants in rural communities in the Midwest. *The Business Journal of Hispanic Research*, 2(2), 76-80.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Watkins, M. B. (2007). When birds of a feather flock together and when they do not: Status composition, social dominance orientation, and organizational attractiveness. *Journal of Applied Psychology*, 92(2), 396-409.
- Watkins, M. B., Kaplan, S., Brief, A. P., Shull, A., Dietz, J., Mansfield, M.-T., & Cohen, R. R. (2006). Does it pay to be a sexist? The relationship between modern sexism and career outcomes. *Journal of Vocational Behavior*, 69, 524-537. Nominated for the 2006 Outstanding Publication in Organizational Behavior Award of the Academy of Management.
- Petersen, L.-E., & Dietz, J. (2005). Prejudice and enforcement of workforce homogeneity as explanations for employment discrimination. *Journal of Applied Social Psychology*, 35(1), 144-159. ¹
- Dietz, J., & Pugh, S. D. (2004). I say tomato, you say domate: Differential reactions to English-only workplace policies by persons from immigrant and non-immigrant families. *Journal of Business Ethics*, 52(4), 365-379.
- Petersen, L.-E., Dietz, J., & Frey, D. (2004). The effects of intragroup interaction and cohesion on intergroup bias. *Group Processes and Intergroup Relations*, 7(2), 107-118. ¹
- James, E. H., Brief, A. P., Dietz, J., & Cohen, R. R. (2001). Prejudice matters: Understanding the reactions of Whites to affirmative action programs targeted to benefit Blacks. *Journal of Applied Psychology*, 86(6), 1120-1128.
- Petersen, L.-E., & Dietz, J. (2000). Social discrimination in a personnel selection context: The effects of an authority's instruction to discriminate and followers' authoritarianism. *Journal of Applied Social Psychology*, 30(1), 206-220. ¹
- Brief, A. P., Dietz, J., Cohen, R. R., Pugh, S. D., & Vaslow, J. B. (2000). Just doing business: Modern racism and obedience to authority as explanations for employment discrimination. *Organizational Behavior and Human Decision Processes*, 81(1), 72-97.

¹ The first and second authors contributed equally to the manuscript.

Other Publications

- Dietz, J., & Kleinlogel, E. P. (in press). Wage cuts and managers' empathy: How a positive emotion contributes to positive organizational ethics in difficult times. *Journal of Business Ethics*.
- Antonakis, J., & Dietz, J. (2011b). More on testing for validity instead of looking for it. *Personality and Individual Differences*, 50(3), 418-421.

REFEREED JOURNAL ARTICLES, CONTINUED

- Antonakis, J., & Dietz, J. (2011a). Looking for validity or testing it? The perils of stepwise regression, extreme-scores analysis, heteroscedasticity, and measurement error. *Personality and Individual Differences, 50*(3), 409-415.
- Antonakis, J., & Dietz, J. (2010). Emotional intelligence: On definitions, neuroscience, and marshmallows. *Industrial and Organizational Psychology - Perspectives on Science and Practice, 3*(2), 165-170.
- Pugh, S. D., & Dietz, J. (2008). Employee engagement at the organizational level of analysis. *Industrial and Organizational Psychology, 1*(1), 45-48.
- Bhardwaj, A., Dietz, J., & Beamish, P. W. (2007). Host country cultural influences on foreign direct investment. *Management International Review, 47*(1), 29-50.
- Brody, C. J., & Dietz, J. (1997). On the dimensionality of two-question format Likert attitude scales. *Social Science Research, 26*, 197-204.
- Dunlap, W. P., Dietz, J., & Cortina, J. M. (1997). The spurious correlation of ratios that have common variables: A Monte Carlo examination of Pearson's formula. *Journal of General Psychology, 124*, 182-193.

REFEREED CONFERENCE PROCEEDINGS

- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N., Brannen, M. J., Canney, S., Dietz, J., et al. (2010). Scientific mindfulness: A foundation for future themes in international business. *Academy of Management Proceedings* for Annual Academy of Management Conference in Montreal, Canada. Winner of the 2010 Carolyn Dexter Award.
- Dietz, J., Joshi, C., & Wiley, J. W. (2010). Customer- and branch-level determinants of customer satisfaction: A cross level investigation. *Proceedings of 2010 La Londe (France) Conference in Service Management, 221-241*.
- Joshi, C., Dietz, J., & Esses, V. M. (2006). Continuing employment discrimination amidst the need to embrace diversity: The role of organizational recruitment climates. *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada* in Banff, AB/Canada. Runner up ("Honourable Mention") for the Organizational Behavior Best Paper Award.
- Esses, V. M., Dietz, J., & Bhardwaj, A. (2004). Race, prejudice, and the evaluation of immigrant skills. *International Journal of Psychology, 39*(5-6), 9 (meeting abstract supplement).
- Dietz, J., & Seijts, G. H. (2001). Does research improve teaching in business schools? Its impact on student quality, student salaries, and rankings. *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada* in London, ON/Canada. Winner of the 2001 Management Education Best Paper Award.
- Folger, R., Robinson, S. L., Dietz, J., Parks, J. M., & Baron, R. A. (1998). When colleagues become violent: Employee threats and assaults as a function of societal violence and organizational injustice [CD-ROM]. *Academy of Management Proceedings, OB, A1-A7*. Winner of the 1998 OB Best Paper Award.

BOOKS

- Lane, H. W., Maznevski, M. L., DiStefano, J., & Dietz, J. (2009). *International Management Behavior: Leading with a Global Mindset* (6th ed.). Oxford, England: Wiley.

BOOK CHAPTERS

- Jonsen, K., Tatli, A., Özbilgin, M. F., & Dietz, J. (in press). Equal opportunity. In M. Vodosek & D. N. DenHartog, *Wiley Encyclopedia of Management* (3rd. ed.) (Volume 6: International Management). Hoboken, NJ: Wiley & Sons.
- Chui, C., Kleinlogel, E. P., & Dietz, J. (in press). Diversity management. In M. Vodosek & D. N. DenHartog, *Wiley Encyclopedia of Management* (3rd. ed.) (Volume 6: International Management). Hoboken, NJ: Wiley & Sons.
- Dietz, J., Chui, C., & Kleinlogel, E. P. (in press). Stereotyping. In M. Vodosek & D. N. DenHartog, *Wiley Encyclopedia of Management* (3rd. ed.) (Volume 6: International Management). Hoboken, NJ: Wiley & Sons.
- Dietz, J., & Jonsen, K. (in press). Scientific mindfulness. In M. Vodosek & D. N. DenHartog, *Wiley Encyclopedia of Management* (3rd. ed.) (Volume 6: International Management). Hoboken, NJ: Wiley & Sons.
- Kleinlogel, E. P., & Dietz, J. (2013). Ethical decision making in Organizations: The role of empathy. In K. Pavlovich & K. Krahnke, *Organizing through Empathy*. New York, NY: Routledge.
- Dietz, J., Kleinlogel, E. P., & Chui, C. (2012). Diversity management. In G. K. Stahl, I. Björkman, & S. Morris (Eds.), *Handbook of research in international human resource management* (2nd ed.) (pp. 253 – 270). Cheltenham Glos, United Kingdom: Edward Elgar Publications.
- Dietz, J. (2011). La gestion responsable de la diversité (responsible diversity management). In G. Palazzo & M. Wendtland, *Pour un management responsable au 21e siècle* (pp. 171-184). Paris, France: Pearson. This book was also translated into English and German.
- O'Brien, J., & Dietz, J. (2010). Maintaining but also *changing* hierarchies: What Social Dominance Theory has to say. In J. Pearce (Ed.), *Status, organizations, and management* (pp. 55-83). Cambridge, United Kingdom: Cambridge University Press.
- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N., Brannen, M. J., Davison, S. C., Dietz, J., et al. (2010). Scientific mindfulness: A foundation for future themes in international business. In T. Devinney, T. Pedersen, and L. Tihanyi (Eds.), *Advances in International Management: The Past, Present and Future of International Business & Management* (Vol. 23, pp. 43-69). Bingley, UK: Emerald.
- Petersen, L.-E., & Dietz, J. (2008). Diversity management. In L.-E. Petersen and B. Six (Eds.), *Stereotype, Vorurteile und soziale Diskriminierung: Theorien, Befunde und Interventionen – Ein Lehrbuch (Stereotypes, prejudices, and social discrimination: Theories, results, and interventions)* (pp. 311-319). Weinheim, Germany: Beltz-Verlag.
- Petersen, L.-E., & Dietz, J. (2006). Die Bedeutung von Stereotypen und Vorurteilen für das Diversity Management (the implications of stereotypes and prejudices for diversity management). In M. Becker and A. Seidel (Eds.), *Diversity – Unternehmens- und Personalpolitik der Vielfalt (Diversity – Corporate and personnel policies)* (pp. 106-122). Stuttgart, Germany: Schäffer-Poeschel.
- Esses, V. M., Dietz, J., & Bhardwaj, A. (2006). The role of prejudice in the discounting of immigrant skills. In R. Mahalingam (Ed.), *The cultural psychology of immigrants* (pp. 113-130). Mahwah, NJ: Erlbaum.

BOOK CHAPTERS, CONTINUED

- Dietz, J., & Gill, H. (2006). Communal sources of workplace violence. In E. K. Kelloway, J. Barling, & J. Hurrell (Eds.), *Handbook of workplace violence* (pp. 331-349). Thousand Oaks, CA: Sage Publications.
- Dietz, J., & Petersen, L.-E. (2006). Diversity management. In G. K. Stahl & I. Björkman (Eds.), *Handbook of research in international human resource management* (pp. 223-240). Cheltenham Glos, United Kingdom: Edward Elgar Publications.
- Dietz, J., & Petersen, L.-E. (2005). Diversity Management als Management von Stereotypen und Vorurteilen am Arbeitsplatz (Diversity management as the management of stereotypes and prejudices). In G. K. Stahl, W. Mayrhofer, & T. M. Kühlmann (Eds.), *Innovative Ansätze im internationalen Personalmanagement* (innovative approaches to international personnel management) (pp. 249-271). Stuttgart, Germany: Hampp Verlag.

WORKING PAPERS

- Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. (2007). *The evaluation of immigrants' credentials: The roles of accreditation, immigrant race, and evaluator biases* (Canadian Labour Market and Skills Researcher Network, Working paper #30). Retrieved September 30, 2009, from <http://www.econ.ubc.ca/clsrn/workingpapers/CLSRN%20Working%20Paper%20no.%2018%20-%20Dietz%20and%20Esses.pdf>.

MANUSCRIPTS UNDER REVIEW

- Chui, C. W. S., & Dietz, J. Observing workplace incivility towards women: The roles of target reactions, actor motives, and actor-target relationships. Submitted to *Sex Roles*.

RESEARCH IN PROGRESS

Employee-Customer Linkages in Service Organizations

- Dietz, J., Pugh, S. D., Joshi, C., & Wiley, J. W. Customer- and branch-level determinants of customer satisfaction: A cross level investigation.

[Stage: Journal manuscript in preparation.]

- Dietz, J., Pugh, S. D., & Wiley, J. Closeness to the customer matters: Supervisory/non-supervisory status and front-line/back-office position as moderators of employee-customer linkages.

[Stage: Journal manuscript in preparation.]

Contextual Antecedents of Organizational Behavior

- Dietz, J., Wäger, D., & Petersen, L.-E. Social dominance orientation, beliefs about organizational ethics and job satisfaction.

[Stage: Journal manuscript in preparation.]

- Dietz, J., Gill, H., & Krajewski, H. T. What's workplace in workplace homicides? A state-level study.

[Stage: Journal manuscript in preparation.]

RESEARCH IN PROGRESS, CONTINUED

Prejudice and Discrimination in the Workplace

Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. The importance of context for explaining and reducing employment discrimination against immigrants.

[Stage: Journal manuscript in preparation.]

Dietz, J., & Gabarrot, F. Modern racism: Not so modern after all.

[Stage: Journal manuscript in preparation.]

Dietz, J., Joshi, C., Esses, V. M., & Hamilton, L. Leveling the playing field for immigrant applicants: The role of an organizational climate for diversity.

[Stage: Journal manuscript in preparation.]

Dietz, J., Joshi, C., Petersen, L. E. Sexism or sex: What determines employment discrimination?

[Stage: Journal manuscript in preparation.]

Dietz, J., & Esses, V. M. The discounting of immigrant skills.

[Stage: Journal manuscript in preparation.]

Dietz, J., & Petersen, L.-E. Escalation of commitment to discriminatory instructions from organizational authorities.

[Stage: Data collection.]

REFEREED PRESENTATIONS

Employee-Customer Linkages in Service Organizations

- Pugh, S. D., Kepes, S., Dietz, J., & Wiley, J. (2012, April). Service climate strength: Antecedents and moderating effects. Paper to be presented as part of a symposium for the 25th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Dietz, J., Joshi, C., & Wiley, J. W. (2010, May). Customer- and branch-level determinants of customer satisfaction: A cross level investigation. Paper presented at the 2010 Londe Conference in Service Management in La Londe, France.
- Dietz, J., Joshi, C., & Pugh, S. D. (2007, April). Predicting customer satisfaction and turnover from employee- and service-focused measures. Paper presented as part of a symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology in New York.
- Dietz, J., Pugh, S. D., Wiley, J. W., & Brooks, S. M. (2006, May). Managers and their employees as forecasters of customer satisfaction: Who does better? Paper presented as part of a symposium at the 21st Annual Conference of the Society for Industrial and Organizational Psychology in Dallas, TX.
- Dietz, J., & Pugh, S. D. (2005, August). Advances in aggregate-level research: Toward establishing causal priority. Symposium accepted by the Human Resources and Organizational Behavior Divisions for the Academy of Management Conference in Honolulu/Hawaii.
- Pugh, S. D., & Dietz, J. (2005, August). What comes first and why: Linkages among employee attitudes and organizational outcomes. Paper presented as part of a symposium at the Academy of Management Conference in Honolulu/Hawaii.
- Pugh, S. D., Dietz, J., Wiley, J. W., & Brooks, S. M. (2003, April). Employee and customer focused measures in linkage research. Paper presented as part of a symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology in Orlando, FL.
- Pugh, S. D., Dietz, J., Brooks, S. M., & Wiley, J. W. (2002, April). Employees are the experts: Improving linkage research through differentiation between employee functional groups. Paper presented as part of a symposium at the 17th Annual Conference of the Society for Industrial and Organizational Psychology in Toronto, Canada.
- Dietz, J., Pugh, S. D., Brooks, S. M., & Wiley, J. W. (2001, April). The importance of closeness to the customer: Boundary-spanning position as a moderator of employee-customer linkages. Paper presented as part of a symposium at the 16th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Dietz, J. (Co-chair), & Pugh, S. D. (2000, August). A new time in service research: Moving beyond main effects and isolated theoretical perspectives. Symposium proposal accepted as a showcase symposium at the Annual Meeting of the Academy of Management in Toronto, Canada.
- Dietz, J., Pugh, S. D., & Wiley, J. (2000, August). When climate matters: Customer segments and the importance/unimportance of service climates. Paper presented as part of a symposium at the Annual Meeting of the Academy of Management in Toronto, Canada.
- Dietz, J. (2000, April). Linking employee attitudes and customer satisfaction over time: The roles of climate for service and customers' service experiences. Paper presented as part of a symposium at the 15th Annual Conference of the Society for Industrial and Organizational Psychology in New Orleans, LA.
- Dietz, J., & Wiley, J. (1999, April). Serving employees in service organizations: Effects of an organizational climate for employee well-being on customer satisfaction. Paper presented at 14th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.

REFEREED PRESENTATIONS, CONTINUED

Contextual Antecedents of Organizational Behavior

- Taylor, O. A., & Dietz, J. (2010, April). Observing workplace aggression: What intervention strategies should I use? Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Taylor, O. A., Dietz, J., & Marcus, B. (2009, June). Observing workplace aggression: Should I intervene or should I not? Paper presented at the 70th Annual Conference of the Canadian Psychological Association in Montreal, QC.
- Taylor, O. A., Dietz, J., & Marcus, B. (2009, April). Observing workplace aggression: Should I intervene or not? Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology in New Orleans, LA.
- Pugh, S. D., Dietz, J., & Brief, A. P. (2007, August). The impact of employee and community demographic composition on organizational climate for diversity. Paper presented at the Annual Academy of Management Conference in Philadelphia, PA.
- Pugh, S. D., Dietz, J., & Brief, A. P. (2004, August). Does serving minorities lead to poor job attitudes? Bringing customers into demographics research. Paper presented at the Annual Academy of Management Conference in New Orleans, LA.
- Dietz, J., & Pugh, S. D. (2002, August). Interwoven relationships: Incorporating context into organizational research. Symposium proposal accepted by the Organizational Behavior and Social Issues in Management Divisions for the Academy of Management Denver Conference, CO.
- Pugh, S. D., Dietz, J., & Wiley, J. W. (2002, August). Customer demographics and employee perceptions: Context walks through the door. Paper presented as part of a symposium at the Academy of Management Conference in Denver, CO.
- Burrows, J. W., III, Brief, A. P., Dietz, J., Umphress, E. E., Butz, R. M., & Scholten, L. (2002, August). The conditioning effect of community demographics: A research note on the impact of racial demographics in organizations. Paper presented as part of a symposium at the Academy of Management Conference in Denver, CO.
- Dietz, J., & Nolan, N. (2001, August). Workplace homicides: A state-level study. Paper presented at the Academy of Management Conference in Washington, DC.
- Folger, R., Robinson, S. L., Dietz, J., Parks, J. M., & Baron, R. A. (1998, August). When colleagues become violent: Employee threats and assaults as a function of societal violence and organizational injustice. Paper presented at the Academy of Management Conference in San Diego, CA.
- Dietz, J., Schmitt, B. J., Folger, R., Robinson, S. L., & Bullock, W. J. (1997, April). The effects of organizational injustice on deviant workplace behaviors: When employees do not comply with the company's waste reduction program. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology in St. Louis, MO.

REFEREED PRESENTATIONS, CONTINUED

Prejudice and Discrimination in the Workplace

Kleinlogel, P. E., Dennerlein, T., Dietz, J., & Gabarrot, F. (2013, September). Why women rarely rise to the top: A social identity model of leader prototypes. Paper to be presented at the 16th Congress of the European Association of Work and Organizational Psychology in Münster/Germany.

Dennerlein, T., Kleinlogel, P. E., Dietz, J., & Gabarrot, F. (2013, April). Gender ingroup prototypicality and manager prototypes. Paper to be presented as part of a symposium proposal for the 26th Annual Conference of the Society for Industrial and Organizational Psychology in Houston, TX.

Binggeli, S., Kleinlogel, E. P., Krings, F., & Dietz, J. (2012, August). Support for a demographically based selection method at university: The role of competition. Paper presented at the Academy of Management Conference in Boston, MS.

Kleinlogel, E. P., Dietz, J., & Binggeli, S. (2012, July). Premières évidences de la validité de l'échelle de désengagement moral pour des actes discriminatoires. Paper presented at the 10th Colloque International de Psychologie Sociale en Langue Française (ADRIPS) in Porto, Portugal. [Trans.: Initial evidence of the validity of a scale on moral disengagement in discriminatory behavior]

Dietz, J., & Binggeli, S. (2012, April). Novel perspectives on employment discrimination. Symposium held at the 25th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.

Binggeli, S., Bendahan, S., Krings, F., & Dietz, J. (2011, September). Discrimination against Muslims in children. Paper presented at the 12th Congress of the Swiss Society of Psychology in Fribourg, Switzerland.

Joshi, C., & Dietz, J. (2011, August). Employment discrimination: P-O fit as a rationalization for acting out on prejudice. Paper presented as part of a symposium at the Academy of Management Conference in San Antonio, TX.

Binggeli, S., Bendahan, S., Krings, F., & Dietz, J. (2011, March). Workplace discrimination against Muslim employees in Switzerland. Manuscript presented as part of a symposium to the 24th Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL.

Dietz, J., Joshi, C., Esses, V. M., & Bennett-AbuAyyash, C. (2010, September). Die Bewertung der akademischen Abschlüsse von Immigranten: Die Theorie des aversiven Rassismus [The evaluation of the academic degrees of immigrants: The theory of aversive racism.]. Paper presented as part of a symposium at the 47th Conference of the German Society for Psychology in Bremen, Germany.

Gabarrot, F., Dietz, J. & Brief, A. (2010, August). Le racisme moderne est-il vraiment une forme subtile de racisme ? Paper presented at the 8th Colloque International de Psychologie Sociale en Langue Française (ADRIPS) in Nice, France. [Trans.: Is Modern Racism really a subtle form of racism?]

Dietz, J., Joshi, C., Esses, V., Hamilton, L. & Gabarrot, F. (2010, August). Le paradoxe des compétences : Quand on discrimine les immigrés lorsqu'ils sont qualifiés mais pas lorsqu'ils ne le sont pas. Paper presented at the 8th Colloque International de Psychologie Sociale en Langue Française (ADRIPS) in Nice, France. [Trans.: The skill paradox: Discrimination against qualified but not unqualified immigrants.]

Gabarrot, F., & Dietz, J. (2010, August). Gender discrimination in the workplace: The in- group projection / intergroup distinctiveness model. Paper presented at the Annual Academy of Management Conference in Montreal, Canada.

REFEREED PRESENTATIONS, CONTINUED

Prejudice and Discrimination in the Workplace, Continued

- Gabarrot, F., Dietz, J. & Brief, A. (2010, June/July). Modern Racism: Blaming others for blatantly prejudicial behavior. International Conference on Discrimination and Tolerance Between Social Group in Jena, Germany.
- Joshi, C., Dietz, J., Esses, V. M., & Bennett-AbuAyyash, C. (2010, April). Employment discrimination against minority immigrants: Decision context and applicant characteristics. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Dietz, J., Chui, C., & Gabarrot, F. (2010, April). The continuation of gender discrimination: An event-based perspective. Paper presented as part of a symposium proposal for the 24th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Dietz, J., Chui, C., & Gabarrot, F., (2009, August). The continuation of gender discrimination: An event-based perspective. Paper presented as part of a symposium at the 11th Congress of the Swiss Psychological Society in Neuchâtel, Switzerland.
- O'Brien, J., & Dietz, J. (2009, April). Social dominance theory, social dominance orientation and status in organizations. Paper presented as part of a symposium for the 23rd Annual Conference of the Society for Industrial and Organizational Psychology in New Orleans, LA.
- Joshi, C., Dietz, J., Esses, V. M., & Bennett-AbuAyyash, C. W. (2009, April). Employment discrimination against immigrants: Accreditation, immigrant race and evaluator biases. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology in New Orleans, LA.
- Bennett-AbuAyyash, C., Esses, V. M., & Dietz, J. (2008, June). Role of prejudice in the evaluation of foreign-trained job applicants. Poster presented at the 7th biennial Convention of the Society for the Psychological Study of Social Issues in Chicago, IL.
- Joshi, C., Dietz, J., Esses, V. M., & Hamilton, L. (April, 2008). The skill paradox: Bias against qualified but not unqualified immigrants. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
- Joshi, C., & Dietz, J. (2007, August). System justification theory: Workplace gender diversity effects on prejudiced men and women. Paper presented at the Annual Academy of Management Conference in Philadelphia, PA.
- Joshi, C., & Dietz, J. (2007, August). System justification theory: Workplace gender diversity effects on prejudiced men and women. Paper presented at the Annual Academy of Management Conference in Philadelphia, PA.
- Benett-AbuAyyash, C., Esses, V. M., & Dietz, J. (2007, June). Evaluation of foreign training: The role of applicants' affiliation. Paper presented at the 68th Annual CPA Convention in Ottawa, Canada.
- Joshi, C., Dietz, J., & Stone, D. L. (2007, April). Employment discrimination against immigrants: Antecedents and the complexity of remediation. Symposium accepted for the 22nd Annual Conference of the Society for Industrial and Organizational Psychology in New York.
- Joshi, C., Dietz, J., & Esses, V. E. (2007, April). Reducing employment discrimination against immigrants: An interactionist approach. Paper presented as part of a symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology in New York.

REFEREED PRESENTATIONS, CONTINUED

Prejudice and Discrimination in the Workplace, Continued

- Petersen, L.-E., & Dietz, J. (2007, April). Prejudice and enforcement of workforce homogeneity as explanations for employment discrimination. Paper presented as part of a symposium at the 2007 Conference of the European Association of Work and Organizational Psychology in Stockholm, Sweden.
- Joshi, C., Dietz, J., & Esses, V. M. (2006, June) Continuing employment discrimination amidst the need to embrace diversity: The role of organizational recruitment climates. Paper presented at the Annual Conference of the Administrative Sciences Association of Canada in Banff, AB/Canada.
- Esses, V. M., Dietz, J., & Dixit, R. (2006, June). The role of subtle prejudice in perceptions of skilled immigrants. Paper presented as part of a symposium at the 6th Biannual Convention of the Society for the Psychological Study of Social Issues in Long Beach, CA.
- Watkins, M. B., Kaplan, S., Brief, A. P., Shull, A., Dietz, J., & Cohen, R. R. (2006, May). Does it pay to be a sexist? The effect of modern sexism on career outcomes. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology in Dallas, TX.
- Esses, V. M., & Dietz, J. (2005, October) Immigrant employment and skill discounting: The role of latent prejudice in the evaluation of visible minority immigrants. Paper presented at the 10th International Metropolis Conference in Toronto/Canada.
- Dietz, J., Petersen, L.-E., & Joshi, C. (2005, August). Social justification theory: Why not only men but also women discriminate against women. Paper presented at the Academy of Management Conference in Honolulu/Hawaii.
- Esses, V. M., & Dietz, J. (2005, July). Immigrant employment: Latent prejudice and the assessment of immigrants' qualifications. Paper presented as a part of a symposium at the 28th Annual Scientific Meeting of the International Society of Political Psychology in Toronto, Canada.
- Petersen, L.-E., & Dietz, J. (2005, June). Warum Frauen in Organisationen nicht nur von Männern sondern auch von Frauen diskriminiert werden: Eine Erklärung mit der System Justification Theory (why both men and women discriminate against women in the workplace: A system justification theory explanation). Paper presented at the Annual Meeting of the Section of Social Psychology of the German Society of Psychology in Jena, Germany.
- Dietz, J., Bhardwaj, A., & Joshi, C. (2005, April) U.S., German, and Canadian perspectives on employment discrimination against immigrants. Symposium proposal accepted for the 20th Annual Conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Dietz, J., Esses, V. M., Bhardwaj, A., & Joshi, C. (2005, April). Employment discrimination against ethnic immigrants: The role of foreign credentials. Paper presented as part of a symposium at the 20th Annual Conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Petersen, L.-E., & Dietz, J. (2005, April). Escalation of commitment and employment discrimination against immigrants. Paper presented as part of a symposium at the 20th Annual Conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Esses, V. M., Dietz, J., Bhardwaj, A., & Joshi, C. (August 2004). Race, prejudice, and the evaluation of immigrant skills. Paper presented as part of a symposium at the 28th International Congress of Psychology in Beijing, China. Abstract published in Esses V. M., Dietz J., & Bhardwaj A. (2004). Race, prejudice, and the evaluation of immigrant skills. *International Journal of Psychology*, 39(5-6), 9-9 Suppl. S.

REFEREED PRESENTATIONS, CONTINUED

Prejudice and Discrimination in the Workplace, Continued

- Dietz, J., & Petersen, L.-E. (August 2004). Organizational commitment and unethical behavior: When good employees do bad things. Paper presented at the Academy of Management Conference in New Orleans, LA.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Baskerville, M. (August 2004). Do birds of a feather flock together or do opposites attract? Organizational diversity, social dominance orientation, and organizational attractiveness. Paper presented as part of a symposium at the Academy of Management Conference in New Orleans, LA.
- Petersen, L.-E., & Dietz, J. (2004, April). Gehorsam vs. Zivilcourage bei unethischen Anweisungen am Arbeitsplatz (obedience versus moral courage in unethical instructions at work). Paper presented at the 44th Conference of the German Society for Psychology in Göttingen, Germany.
- Bhardwaj, A., Dietz, J., & Esses, V. M. (2004, April). The role of prejudice in the discounting of immigrant skills. Paper presented as part of a symposium at the 19th Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL.
- Petersen, L.-E., & Dietz, J. (2003, July). Employment discrimination: When good soldiers do bad things. Paper presented at the 8th European Congress of Psychology in Vienna, Austria.
- Petersen, L.-E., & Dietz, J. (2003, June). Die Bedeutung von Persönlichkeitseigenschaften für sozial-diskriminierende Entscheidungen (the role of personality traits for discriminatory decisions). Paper presented at the 7th meeting of the Section for Differential Psychology, Personality Psychology, and Psychological Diagnostics of the German Society for Psychology in Halle, Germany.
- Petersen, L.-E., & Dietz, J. (2003, June). Der Einfluß von Autoritäten auf sozial-diskriminierende Entscheidungen (the influence of authorities on discriminatory decisions). Paper presented at the Annual Meeting of the Section of Social Psychology of the German Society of Psychology in Heidelberg, Germany.
- Dietz, J., Bhardwaj, A., & Brief, A. P. (2003, April). The value of egalitarianism: An antidote against discrimination. Paper presented as part of a symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology in Orlando, FL.
- Esses, V. M., Dietz, J., & Bhardwaj, A. (2003, April). The role of prejudice in the discounting of immigrant skills. Paper presented at the University of Michigan Conference on Immigration in Ann Arbor, MI.
- Umphress, E. E., Smith-Crowe, K., & Dietz, J. (2002, August). I don't want to work with "those people": Racial composition, social dominance orientation, and organizational attractiveness. Paper presented at the Academy of Management Conference in Denver, CO.
- Pugh, S. D., Dietz, J., Kuttner, D., & Labrador, J. (2001, April). Justifications for racially-sensitive workplace policies: The case of the English-only workplace. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Petersen, L.-E. & Dietz, J. (2000, April). Der Einfluß von Autoritäten auf sozial-diskriminierende Entscheidungen (the influence of authorities on discriminatory decisions). Paper presented at the 42nd Conference of the German Society for Psychology in Jena, Germany.

REFEREED PRESENTATIONS, CONTINUED

Prejudice and Discrimination in the Workplace, Continued

- Petersen, L.-E., & Dietz, J. (1999, September). Soziale Diskriminierung bei der Personalauswahl: Über die Bedeutung von Organizational Commitment (Social discrimination and personnel selection: The meaning of organizational commitment). Paper presented at the 1st Conference of the Section of Industrial and Organizational Psychology of the German Society of Psychology in Marburg, Germany.
- Petersen, L.-E., & Dietz, J. (1999, June). Die Bedeutung offener und subtiler Vorurteile bei der Umsetzung einer Aufforderung zur sozialen Diskriminierung (The meaning of blatant and subtle prejudice for compliance with instructions to discriminate). Paper presented at the Annual Meeting of the Section of Social Psychology of the German Society of Psychology in Kassel/Germany.
- Dietz, J., Deitch, E. A., Hayes, E. L., & O'Leary, B. J. (1999, April). Discriminatory workplace behaviors against Blacks: A multidimensional scaling study. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Dietz, J., & Petersen, L.-E. (1999, April). "Ausländer raus!": Explaining employment discrimination in Germany. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Petersen, L.-E., & Dietz, J. (1999, March). Die Bedeutung von Organizational Commitment bei der Umsetzung von diskriminierenden Handlungen in einer Organization (The meaning of organizational commitment for discriminatory behavior in an organization). Paper presented at the 41st Conference of Experimental Psychology in Leipzig, Germany. The abstract was published in E. Schröger, A. Mecklinger & A. Widmann (Eds.), *Experimentelle Psychologie (experimental psychology)* (pp. 303-304). Lengerich, Germany: Pabst Science Publishers.
- Petersen, L.-E., & Dietz, J. (1998, September). Soziale Diskriminierung bei der Auswahl von Stellenbewerbern: Der Einfluß einer Aufforderung zur Diskriminierung durch einen Vorgesetzten und der Autoritarismusaussprägung der auswählenden Person (Social discrimination in a personnel selection context: The effects of an authority's instruction to discriminate and followers' authoritarianism). Paper presented at the 41st Conference of the German Society for Psychology in Dresden, Germany.
- Hayes, E. L., Dietz, J., Brief, A. P., & Reizenstein, R. M. (1998, August). Prejudice matters: Job attitudes as a function of the perceived implementation of policies to advance disadvantaged groups. Paper presented at the Annual Meeting of the Academy of Management Conference in San Diego, CA.

Other Presentations

- Vodosek, M., Berdrow, I., Boyacigiller, N. A., Dietz, J., Jonsen, K., & Sackmann, S. A. (2013, August). *Conducting impactful cross-cultural research: A workshop on scientific mindfulness*. Proposal for a professional development workshop to be conducted at the Academy of Management Conference in Orlando, FL.
- Dennerlein, T., & Dietz, J. (2013, April). Why granting voice is not always positive. Paper to be presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology in Houston, TX.
- Vodosek, M., Boyacigiller, N. A., Dietz, J., Jonsen, K., & Thomas, D. C. (2012, August). *Conducting impactful cross-cultural research: A workshop on scientific mindfulness*. Professional development workshop conducted at the Academy of Management Conference in Boston, MS.

REFEREED PRESENTATIONS, CONTINUED

Other Presentations, continued

- Ossipowski, V., Dennerlein, T., Kleinlogel, E., & Dietz, J. (2012, April). The effects of safety climate and trust on job satisfaction. Paper to be presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Kleinlogel, E. P., & Dietz, J. (2013, August). Ethical decision making in organizations: The role of empathy. Paper submitted as part of a symposium at the Academy of Management Conference in Orlando, FL.
- Kleinlogel, E. P., & Dietz, J. (2011, August). Décision de baisser les salaires ou non: Le rôle de l'empathie face à une recommandation d'un supérieur hiérarchique (Wage cut decisions : The role of empathy). 9^e Colloque International de Psychologie Sociale Appliquée, Strasbourg, France.
- Dietz, J., Vodosek, M., & Jonsen, K. Scientific mindfulness (2011, August). Symposium proposal accepted for presentation at the Academy of Management Conference in San Antonio, TX. Finalist for the Best International Symposium Award of the Academy of the Management.
- Dietz, J., Aycan, Z., Boyacimiller, N., Jonsen, K., Thomas, D. C., & Vodosek, M. (August, 2011). Scientific mindfulness and cultural diversity: Learning from different disciplines. Paper presented as part of a symposium to the Academy of Management Conference in San Antonio, TX.
- Jonsen, K., et al. (2010, August). Scientific mindfulness: A foundation for future themes in international business. Paper presented at the Annual Academy of Management Conference in Montreal, Canada. Co-winner of the Carolyn Dexter Award of the Academy of Management.
- Bhardwaj, A., Dietz, J., & Beamish, P. W. (2003, August). Cultural influences on the attractiveness of nations for foreign direct investment. Paper presented at the Academy of Management Conference in Seattle, WA.
- Dietz, J., & Seijts, G. H. (2001, May). Does research improve teaching in business schools? Its impact on student quality, student salaries, and rankings. Paper presented at the Annual Conference of the Administrative Sciences Association of Canada in London, ON/Canada.
- Butz, R. M., Dietz, J., & Konovsky, M. A. (2001, April). Top management and immediate supervisors as distinct targets of trust. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Kass, E., Lim, R. G., & Dietz, J. (1997, August). Having more pie: The effects of affect and overconfidence on integrative bargaining performance. Paper presented at the Academy of Management Conference in Boston, MA.
- Dietz, J., Brief, A. P., Hayes, E. L., Callahan, J. D., & McCline, R. L. (1997, June). Trait affect as a moderator of the state affect-absenteeism relationship: When is attending work a means of maintaining a good mood? Poster presented at the 2nd Industrial and Organizational Psychology Conference in Melbourne, Australia.
- Dietz, J., & Winter, M. A. (1997, March). Positive thinking and counterfactuals. Paper presented at the 18th Annual IOOB Graduate Conference in Roanoke, VA. Winner of the 1997 Lyman W. Porter Award.

OTHER PRESENTATIONS (NON-REFEREED)

Contextual Antecedents of Organizational Behavior

Dietz, J. (2004, June). Occupational health. Discussant of OB paper session at the Annual Conference of the Administrative Sciences Association of Canada in Quebec City, QC, Canada.

Dietz, J. (2002, August). Deviance and counterproductive behavior at work. Discussant of OB paper session at the Annual Meeting of the Academy of Management in Denver, CO.

Pearson, C., & Dietz, J. (2001, September). From workplace incivility to workplace violence. Invited presentation in the Friday Research Series of the Richard Ivey School of Business at the University of Western Ontario in London, ON, Canada.

Prejudice and Discrimination in the Workplace

Dietz, J. (2011, November). Developing a prescriptive model of diversity and inclusiveness management. Invited presentation at the Vienna University of Business and Economics in Vienna, Austria.

Dietz, J. (2011, November). Developing a prescriptive model of diversity and inclusiveness management. Invited presentation at the German Graduate School of Management and Laws in Heilbronn/Germany.

Dietz, J. (2011, September). Reflections on managing diversity. Diversity Roundtable in La Tour de Peilz/Switzerland.

Binggeli, S., Bendahan, S., Krings, F., & Dietz, J. (2011, April) Discrimination contre les femmes musulmanes: Le rôle de l'identification nationale chez les enfants. Poster presented at the Doctoriales of the University of Lausanne/Switzerland.

Dietz, J. (2010, December). The evaluation of multiple-category job applicants: When one stigma justifies discrimination on another stigma. Invited presentation in the Department of Psychology at the University of Bonn/Germany.

Esses, V. M., Dietz, J., Joshi, C., & Bennett-AbuAyyash, C. (2008, December). The evaluation of immigrant credentials. Invited presentation at the 4th Annual Symposium of the Population, Work and Family Policy Research Collaboration in Ottawa, ON.

Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. (2008, December). The evaluation of immigrants' credentials. Invited presentation at the HRSDC workshop in Ottawa, ON.

Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. (2008, November). The evaluation of immigrants' credentials: The roles of accreditation, immigrant race, and evaluator biases. Invited presentation at the CLSRN workshop in Toronto, ON.

Dietz, J. (2008, March). Employment discrimination: Authority figures' demographic preferences and followers' affective organizational commitment. Invited talk at HEC Lausanne, Switzerland.

Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. (2007, October). The evaluation of immigrants' credentials: The roles of accreditation, immigrant race, and evaluator biases. Invited paper presentation at the CLSRN workshop in Vancouver, BC.

OTHER PRESENTATIONS (NON-REFEREED), CONTINUED

Prejudice and Discrimination in the Workplace, continued

- Dietz, J. (2007, July). Global migration: The evaluation of immigrant skills. Invited talk at the Christian-Albrechts-University of Kiel/Germany.
- Dietz, J. (2005, October). Diversity and multiculturalism. Invited three-hour workshop at the annual North American Metro-30 YMCA Conference in London, ON.
- Dietz, J. (2005, April). Cross-cultural issues. Facilitator of an interactive paper session at the 20th Annual Conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Esses, V. M., & Dietz, J. (2005, January). Roadblocks to immigrant employment: The role of latent attitudes toward immigrants and immigration. Invited presentation at the Open House Day hosted by the London Library's Employment Resource Centres.
- Dietz, J. (2004, April). Organizational commitment and unethical behavior: When good employees do bad things? Invited presentation in the speaker series of the I/O psychology group at the University of Western Ontario, London, ON.
- Dietz, J. (2003, May). Exploring the dark side of organizational commitment: Compliance with business justifications for employment discrimination. Invited presentation in the University of British Columbia/Simon Fraser University organizational behavior speaker series in Vancouver, BC, Canada.
- Dietz, J. (2003, March). Authoritarianism, prejudice, and organizational commitment: Might they help us understand employment discrimination? Invited presentation at the Belk College of Business, University of North Carolina, Charlotte, NC.
- Dietz, J. (2001, August). Diversity: Sources and impacts. Chair of organizational behavior paper session at the Annual Meeting of the Academy of Management in Washington, DC.
- Dietz, J., & Petersen, L.-E. (2000, May). When "good soldiers" discriminate: The interaction of organizational commitment and the advice to maintain a homogeneous workforce. Invited presentation at the Conference of Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, Theory, and Practice in Houston, TX.

Other

- Dietz, J., Vodosek, M., & Boyacigiller, N. A. (2011, July). *Conducting impactful cross-cultural research: A workshop on scientific mindfulness*. Pre-conference workshop presented at the Regional Congress of International Association for Cross-Cultural Psychology, Istanbul, Turkey.
- Dietz, J. (2010, August). Discussant of a symposium by the International Management Division at the Annual Meeting of the Academy of Management in Montreal/Canada.
- Dietz, J., Joshi, C., & Chui, C. (2007, March). *Teaching with the CPQ at Richard Ivey School of Business*. Invited presentation at the IMD Business School in Lausanne, Switzerland.
- Dietz, J. (2000, August). *Employee motivation*. Invited presentation to the businesses of the Galleria Mall, London, ON, Canada.
- Dietz, J. (1999, November). *Introducing my research interests: Employee-customer linkages, workplace violence and discrimination*. Invited presentation to the I/O psychology group at the University of Western Ontario, London, ON, Canada.

TEACHING

TEACHING INTERESTS

Cross-cultural management, leadership, organizational behavior

TEACHING EXPERIENCE

Ph.D. courses

Experiments (Institute for Corporate Governance, WU Vienna)	2011
Theories of Organizational Behavior (HEC Lausanne)	2010 - 2012
Building Sustainable Value (Richard Ivey School of Business, co-instructor)	2008, 2009
Organizational Behavior (Richard Ivey School of Business)	2000

Executive workshops

Collaborative Challenges in Peacebuilding (GCSP, Geneva)	2012
Grundlagen der Mitarbeiterbeurteilung (Performance Evaluation) (BLS, Gerzensee)	2011
Leading Organizational Change (EPFL, International Postal Corporation, Brussels)	2010, 2011
Leading Organizational Change (EPFL, Indian Postal Service, Lausanne)	2010, 2011
Cross-cultural Management (EPFL, Master in Postal Leadership, Lausanne)	2010
Leading Organizational Change (EPFL, Master in Postal Leadership, Lausanne)	since 2009
Bafa/Bafa (University of Western Ontario, Faculty of Dentistry)	2008
Subtle Bias in the Evaluation of Immigrant Applicants (Diversity@Work in London)	2008
Leading in a Multicultural World (City of Hamilton)	2007
Diversity Management (Societe Generale)	2006

Executive courses

Global and Cross-Cultural Leadership (Murmman School of Global Business and Economics)	2008
Dynea Leadership Forum (Richard Ivey School of Business)	2006
SSHA Custom Program on Good Management (Richard Ivey School of Business)	2005
Business Ivey Sales Management Program (Richard Ivey School of Business)	2003 - 2005
Cross-Cultural Management (UWO Continuing Studies, ITESM Faculty Program)	2002

EMBA/PMBA courses

Managing Human Resources (Koc University, Istanbul)	since 2010
Leading Culture and Organizational Change (HEC Lausanne)	since 2009
Organizational Behavior (A. B. Freeman School of Business)	1998

Master's of Science courses

Evidence-based management (CEMS program at the WU Vienna)	2011
Theories of Organizational Behavior (joint with Ph.D. program, HEC Lausanne)	since 2010
Cross-Cultural Management (HEC Lausanne)	2009 - 2012
Research Methods/Scientific Methods for Business (HEC Lausanne)	2009 - 2011

MBA courses

Cross-Cultural Management (Richard Ivey School of Business)	2008
Leading a Culturally Diverse Workforce (Richard Ivey School of Business, 12-month MBA Program)	2006, 2007

TEACHING EXPERIENCE, CONTINUED

MBA courses, continued

International Management Behavior (Richard Ivey School of Business, Hong Kong campus)	2005
Cross-Cultural Workshop for 1 st -Year MBA Students (BAFA/BAFA) (Richard Ivey School of Business)	2002 - 2005
International Management Behavior (Richard Ivey School of Business)	2001 – 2006
Independent Research Project (Richard Ivey School of Business)	2000, 2007
Management Behavior (Richard Ivey School of Business)	1999 - 2001
Organizational Behavior (A. B. Freeman School of Business)	1999

Undergraduate courses

Comportement Organisationnel (HEC Lausanne)	2007 - 2008
Independent Research Project (Department of Psychology)	2007
International Management Behavior (Richard Ivey School of Business)	2001 - 2006
Leading People and Organizations (Richard Ivey School of Business)	2007
Management Behavior (Richard Ivey School of Business)	2001 – 2003, 2005
Independent Research Project (A. B. Freeman School of Business)	1999
Organizational Behavior (A. B. Freeman School of Business)	1998 – 1999

TEACHING MATERIALS

- Dietz, J., Grover, A., & Guerrero, L. (2008). *Medical Equipment Inc. in Saudi Arabia*. Ivey Publishing 9B07C042.
- Dietz, J., & Guerrero, L. (2008). *Teaching Note: Medical Equipment Inc. in Saudi Arabia*. Ivey Publishing 9B07C042.
- Dietz, J., & Hamilton, L. K. (2008). *Subtle biases and covert prejudice in the workplace*. Ivey Publishing 9B08C005.
- Dietz, J., Purdy, L., & Kim, G. (2007). *Barling Financial: Sexual Harassment (A)*. Ivey Publishing 9B01C014.
- Dietz, J., Purdy, L., & Kim, G. (2007). *Barling Financial: Sexual Harassment (B)*. Ivey Publishing 9B01C015.
- Dietz, J., Purdy, L., & Kim, G. (2007). *Barling Financial: Sexual Harassment (C)*. Ivey Publishing 9B01C016.
- Dietz, J., Purdy, L., & Kim, G. (2007). *Barling Financial: Sexual Harassment (D)*. Ivey Publishing 9B01C017.
- Dietz, J., & Purdy, L. (2007). *Teaching Note: Barling Financial: Sexual Harassment*. Ivey Publishing 8B01C14.
An earlier version (MacIntosh Financial) was reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications (2005).
- Dietz, J., & Joshi, C. (2007). *Kenexa*. Ivey Publishing 9B07C04.
This case is supplemented by an excel sheet.
- Dietz, J., & Joshi, C. (2007). *Teaching Note: Kenexa*. Ivey Publishing 8B07C04.

TEACHING MATERIALS, CONTINUED

- Dietz, J., & Yang, A. (2007). *Salco (China)*. Ivey Publishing 9B03C025.
- Dietz, J., & Yang, A. (2003). *Teaching Note: Salco (China)*. Ivey Publishing 8B03C25.
Reprinted in Rowe, W. G. (in press). *Cases in Leadership*. Thousand Oaks, CA: Sage Publications.
Reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications.
- Dietz, J., Olivera, F., & O'Neil, E. (2003). *The Leo Burnett Company Ltd.: Virtual Team Management*. Ivey Publishing 9B03M052.
- Dietz, J., Olivera, F., & O'Neil, E. (2003). *Teaching Note: The Leo Burnett Company Ltd.: Virtual Team Management*. Ivey Publishing 8B03M52.
Reprinted in Lane, H., DiStefano, J., & Maznewski, M. (2005). *International Management Behavior (5th ed.)*. Oxford, United Kingdom: Blackwell Publishers.
Reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications.
- Dietz, J., Olivera, F., & O'Neil, E. (2003). *Teaching Note: The Leo Burnett Company Ltd.: Virtual Team Management*. Ivey Publishing 8B03M52.
Reprinted in Lane, H., DiStefano, J., & Maznewski, M. (2005). *International Management Behavior (5th ed.)*. Oxford, United Kingdom: Blackwell Publishers.
Reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications.
Reprinted in McGee, J., Thomas, H., & Wilson, D. (2005). *Strategy: Analysis and Practice (1st ed.)*. Berkshire, United Kingdom: McGraw-Hill.
- Dietz, J., & Ewing, K. (2003). *Richard Ivey School of Business - The Leader Project (A)*. Ivey Publishing 9B03C046.
- Dietz, J., & Ewing, K. (2003). *Richard Ivey School of Business - The Leader Project (B)*. Ivey Publishing 9B03C047.
- Dietz, J. (in progress). *Teaching Note: Richard Ivey School of Business - The Leader Project (A) and (B)*. Ivey Publishing.
Reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications.
- Dietz, J., Goffin, M., & Marr, A. (2007). *Red Cross Children's Home: Building Capabilities in Guyana (A)*. Ivey Publishing 9B02C042.
- Dietz, J., Goffin, M., & Marr, A. (2002). *Red Cross Children's Home: Building Capabilities in Guyana (B)*. Ivey Publishing 9B02C043.
- Dietz, J., Goffin, M., & Marr, A. (2002). *Red Cross Children's Home: Building Capabilities in Guyana (C)*. Ivey Publishing 9B02C044.
- Dietz, J., Goffin, M., & Marr, A. (2002). *Teaching Note: Red Cross Children's Home: Building Capabilities in Guyana*. Ivey Publishing 8B02C42.
This set of cases is supplemented by a video tape and a slide show.
Reprinted in Rowe, W. G. (in press). *Cases in Leadership*. Thousand Oaks, CA: Sage Publications.
Reprinted in Mendenhall, M., Oddou, G., & Stahl, G. (2007). *Cases and Readings in International Human Resource Management*. Oxford, United Kingdom: Routledge.
- Dietz, J., & Archer, K. J. (2001). *Kate Archer in Haiti (A)*. Ivey Publishing 9B01C035.
- Dietz, J., & Archer, K. J. (2001). *Kate Archer in Haiti (B)*. Ivey Publishing 9B01C036.
- Dietz, J., & Archer, K. J. (2002). *Teaching Note: Kate Archer in Haiti*. Ivey Publishing 8B01C35.

TEACHING MATERIALS, CONTINUED

- Dietz, J., & Zhang, X. (2001). *NES China: Business Ethics (A)*. Ivey Publishing 9B01C029.
- Dietz, J., & Zhang, X. (2001). *NES China: Business Ethics (B)*. Ivey Publishing 9B01C030.
- Dietz, J., & Zhang, X. (2001). *Teaching Note: NES China: Business Ethics*. Ivey Publishing 8B01C29.
Translated into Chinese in 2007.
Reprinted in Sharp, D. J. (2005). *Cases in Business Ethics*. Thousand Oaks, CA: Sage Publications.
Reprinted in Conklin, D. (2005). *The Environment of Business: International Perspectives*. Thousand Oaks, CA: Sage Publications.
Reprinted in Lane, H., DiStefano, J., & Maznewski, M. (2005). *International Management Behavior (5th ed.)*. Oxford, United Kingdom: Blackwell Publishers.
- Dietz, J., & Malhotra, A. (2001). *Bruce Cruickshank*. Ivey Publishing 9B01C031.
- Dietz, J., & Malhotra, A. (2001). *Teaching Note: Bruce Cruickshank: Time and Self-Management*. Ivey Publishing 8B01C31.
Reprinted in Seijts, G. H. (2005). *Cases in Organizational Behavior*. Thousand Oaks, CA: Sage Publications (2005).
- Dietz, J., & Mark, K. (2001). *Salesdriver - Employee Retention*. Ivey Publishing 9B01C008.
- Dietz, J., & Mark, K. (2003). *Teaching Note: Salesdriver - Employee Retention*. Ivey Publishing 8B01C08.
- Dietz, J. & Mark, K. (2001). *Salesdriver (A): The Offer to Mark Sullivan: Salesdriver's Perspective*. Ivey Publishing 9B01C010.
- Dietz, J. & Mark, K. (2001). *Salesdriver (B): The Salesdriver Opportunity: Mark Sullivan's Perspective*. Ivey Publishing 9B01C011.
- Dietz, J. & Mark, K. (2004). *Teaching Note: Salesdriver: The Salesdriver Opportunity*. Ivey Publishing 8B01C11.
- Dietz, J. & Mark, K. (2000). *Quixotico: The \$15 Million Tease*. Ivey Publishing 9B00C031.
- Dietz, J., & Mark, K. (2000). *Quixotico: The Fat Thursday Venture*. Ivey Publishing 9B00C032.
- Dietz, J. (2003). *Teaching Note: Quixotico*. Ivey Publishing 8B00C31.
- Dietz, J., Erskine, J. A., & Leenders, M. L. (2000). *Talbot University: The Supply Department*. Ivey Publishing 9B00C024.
- Dietz, J. (2003). *Teaching Note: Talbot University: The Supply Department*. Ivey Publishing 8B00C24.
Reprinted in Leenders, M. R., Flynn, A. E., Johnson, P. F., & Fearon, H. E. (2006). *Purchasing and Supply Management: With 50 Supply Chain Cases (13th ed.)*. Chicago/USA: McGraw-Hill.
Reprinted in Leenders, M. R., Fearon, H. E., Flynn, A. E., & Johnson, P. F. (2001). *Purchasing and Supply Management (12th ed.)*. Chicago/USA: McGraw-Hill.

COURSE DEVELOPMENT

Developed Theories of Organizational Behavior course for Master's of Science Program and Ph.D. Program (HEC Lausanne)	2010
Developed Cross-Cultural Management course for Master's of Science Program (HEC Lausanne)	2009
Developed Research Methods / Scientific Methods for Business course for Master's of Science Program (HEC Lausanne)	2009
Co-developed Global Management Module of the 12-month MBA program	2006
Developed MBA International Management Behavior core course (Richard Ivey School of Business, Hong Kong campus)	2004
Co-developed Global Leadership Program (Richard Ivey School of Business)	2001
Developed and adjusted MBA and HBA International Management Behavior courses (Richard Ivey School of Business).	2000 - 2008
Participated in annual adjustment of Management Behavior core course (Richard Ivey School of Business).	2000 - 2008
Participated in annual adjustment of Organizational Behavior core course (A. B. Freeman School of Business).	1999

STUDENT SUPERVISION

Supervision of Ph.D. students:

Ashley Ding Bin	since 2012
Tobias Dennerlein	since 2011
Veronica Ossipowski	2011 - 2012
Celia Chui	since 2010
Emmanuelle Kleinlogel	since 2009
Chetan Joshi	2003 – 2009 (completed)
Arjun Bhardwaj	2001 – 2004 (completed)

Supervision of Masters students:

Joel Junod	2012 (completed)
XiaoXiao Du	2012 (completed)
Caroline Sawley	2012 (completed)
Florian Ille (WU Vienna)	2012 (completed)
Stefan Maurer	2011 (completed)
Bettina Knellwolf	2011 (completed)
Celia Chui	2010 (completed)
Prasanna Baskaralingam	2010 (completed)
Olusore Anita Mary Taylor	2007 – 2008 (completed)

REFEREED CONFERENCE PROCEEDINGS (TEACHING RELATED)

- Dietz, J., Guerrero, L., Grover, A., & Joshi, C. (2008, May). Medical Equipment Inc. in Saudi Arabia. Case Track Proceedings of the Annual Conference of the Administrative Sciences Association of Canada in Halifax, Nova Scotia.
- Dietz, J., & Joshi, C. (2007, June). Kenexa. Case Track Proceedings of the Annual Conference of the Administrative Sciences Association of Canada in Ottawa, Ontario.
- Dietz, J., Olivera, F., & O'Neil, E. (2004, June). The Leo Burnett Company Ltd.: Virtual team management. Case Track Proceedings of the Annual Conference of the Administrative Sciences Association of Canada in Quebec City, Quebec.
- Dietz, J., & Zhang, X. (2002, May). NES China: Business ethics. Case Track Proceedings of the Annual Conference of the Administrative Sciences Association of Canada in Winnipeg, Manitoba.

REFEREED PRESENTATIONS (TEACHING RELATED)

- Francesco, A. M., Dietz, J., Aycan, Z., Boyacigiller, N., Fitzsimmons, S. R., Jonsen, K., Lee, H.-Y., Sackmann, S. A., Stahl, G. K., & Osland, J. (2013). Designing a relevant cross-cultural management course: A view through the lens of scientific mindfulness. Paper to be presented at the AIB conference in Istanbul.
- Joshi, C., & Dietz, J. (June 2011). Making a case for an often uncharted territory in diversity education: Teaching about subtle biases when teaching about diversity. Presentation at the teaching track, Eastern Academy of Management - International Conference on Managing in a Global Economy XIV (Co-Sponsored by Indian Institute of Management Bangalore), Bengaluru, India.
- Dietz, J., & Joshi, C. (2009, June). F2F&V: Sharing an experiential activity that simulates the challenges of working simultaneously in face-to-face and virtual teams. Interactive session presented at the 36th Annual Organizational Behavior Teaching Conference, Charleston, SC.
- Joshi, C., & Dietz, J. (2008, June). Using the film "The Year of the Yao" to illustrate the challenges of life as an expatriate. Paper presented at the 35th annual Organizational Behavior Teaching Conference in Boston, MS.
- Dietz, J., Guerrero, L., Grover, A., & Joshi, C. (2008, May). Medical Equipment Inc. in Saudi Arabia. Case presented at the Annual Conference of the Administrative Sciences Association of Canada in Halifax, Nova Scotia.
- Joshi, C., & Dietz, J. (2007, June). How can students learn about working in short-term cross-cultural teams: Using clips from the DVD "Concert for George" as an instructional aid. Paper presented at the 34th annual Organizational Behavior Teaching Conference in Malibu, California.
- Dietz, J., Joshi, C., & Fischlmayr, I. (2007, June) Facilitating grounded learning on working in virtual teams: Sharing an experiential virtual team project intended to teach students the challenges of working in global virtual teams. Paper presented at the 34th annual Organizational Behavior Teaching Conference in Malibu, California.
- Dietz, J., & Joshi, C. (2007, June). Kenexa. Case presented at the Annual Conference of the Administrative Sciences Association of Canada in Ottawa, Ontario.

REFEREED PRESENTATIONS (TEACHING RELATED), CONTINUED

Dietz, J., Olivera, F., & O'Neil, E. (2004, June). The Leo Burnett Company Ltd.: Virtual team management. Case presented at the Annual Conference of the Administrative Sciences Association of Canada in Quebec City, Quebec.

Bird, A. W., McNett, J. M., Maznewski, M. L., Dietz, J., Bansal, P., & Kostova, T. (2003, August). Teaching international management through case studies: What they do and why they work. Professional development workshop presented at the Annual Academy of Management Meeting in Seattle, WA.

Dietz, J., & Zhang, X. (2002, May). NES China: Business ethics. Case presented at the Annual Conference of the Administrative Sciences Association of Canada in Winnipeg, Manitoba.

SERVICE

INTERNAL SERVICE ACTIVITIES

Host for Stephen Humphrey in the OB Brownbag Series	2013
Organizer and presenter of a workshop on FNS standard research grants	2013
Organizer and presenter of a workshop on the tenure process at HEC Lausanne	2012
Instructor UniL workshop on “"Best practices" pour une classe culturellement diverse”	2012
Host for Gerhard Blickle in the OB Brownbag Series	2012
Vice Dean of Faculty and Research	since 2012
- 2 * President of tenure commissions	
- 2 * President of recruiting commissions	
Host for Mark Mendenhall in the OB Brownbag Series	2011
Host for Mary Zellmer-Bruhn in the OB Brownbag Series	2011
Host for Markus Vodosek in the OB Brownbag Series	2010
Co-organizer (with Franciska Krings) of the Diversity Research Day	2010
Member of the hiring commission for the 2011 OB position	2010/2011
Member of the tenure commission for Franciska Krings	2010
Member of the doctoral committee in management	2009-2012
Member of the commission planification academique	since 2009
Member of the Conseil Decanal	since 2009
Head of the Department of Organizational Behavior	2009-2012
Member of the comité de liaison	since 2009
Host for Arthur P. Brief for the OB Brownbag Series	2009
Host for Markus Vodosek in the Friday Research Series	2008
Co-instructor for Enron day for HBA students (Sections 1 and 4)	2008
Co-instructor for BAFA/BAFA cross-cultural exercise for exchange students (3-hour session) (with Chetan Joshi)	2008
Guest lecturer in Anthropology 506/606 (75-minute class)	2007
MBA Convocation Ceremony	2007
Volunteer for internal SSHRC reviewing	2007
Presenter during MBA introduction (October 2008 cohort)	2007

INTERNAL SERVICE ACTIVITIES, CONTINUED

HBA 1 Faculty Course Co-ordinator	2007-2008
Area group Ph.D. program Co-ordinator	2007-2008
Co-presenter at the Faculty Retreat (“Bringing your Research into the Classroom”)	2007
Presentation (with James O’Brien) in the I/O Psychology Brown Bag Series (75-minute session)	2007
Instructor in the Ph.D. course on Building Sustainable Value (3-hour class session)	2007
Area group representation at Ph.D. recruitment meeting	2007
Panelist for MBA applicants	2007
Instructor for BAFA/BAFA cross-cultural exercise for exchange students (3-hour session)	2007
Member of UWO’s Collaborative Graduate Program on Migration and Ethnic Relations http://www.ssc.uwo.ca/gradstudents/programs/MigrationEthnicRelations.asp	since 2007
Usher at the Fall Convocation	2006
Member of Comprehensive Exams Committee – Ivy Kyei-Poku	2006
Host for Kai Lamertz in the Friday Research Series	2006
Organizational Behavior Ph.D. Pro-seminar on Reviewing (with Fernando Olivera) (2-hour classroom session)	2006
Organizational Behavior Ph.D. Pro-seminar on System Justification Theory (2-hour classroom session)	2005
Volunteer mentor for grant writing for faculty members at the University of Western Ontario (invited by Research Western)	2005, 2006
Member of Comprehensive Exams Committee – Chetan Joshi	2005
Member of Comprehensive Exams Committee – Lily Li	2005
Voluntary instructor for 2 case classes for incoming international students (2 80-minute classroom sessions)	2005
Member of Peer Evaluation Committee	2005
Member of Pre-Ivey Advisory Group	2005
Voluntary ½-day team management workshop for Ivey Publishing (with Fernando Olivera)	2005
Workgroup Chair at the Faculty Teaching Retreat	2005
Co-facilitator of Ivey workshop on teaching in diverse classrooms	2004
Instructor for BAFA/BAFA cross-cultural exercise for Ivey faculty and staff	2004
Participated in recruitment of MBA students	2004
Teaching mentor for Claus Rerup (management behavior core course)	2003 - 2004
Host for Dov Zohar, the first co-sponsored speaker in the Friday Research Series (Richard Ivey School of Business and Department of Epidemiology and Biostatistics)	2003

INTERNAL SERVICE ACTIVITIES, CONTINUED

Co-host for presentation by Robert Vanderloo, Minister at the Canadian Embassy in Berlin	2003
Leader of the Curriculum Redesign Implementation Committee for Term 2	2003
Case reviewer for Ivey Publishing (1 case)	2003
Member of Comprehensive Exams Committee – Arjun Bhardwaj	2003
Host for teaching visit by Iris Fischlmayr (Johannes Kepler University of Linz/Austria)	2002
Participant in discussion on teaching practices with new faculty	2002
Voluntary instructor for learning with cases for exchange students (80-minute classroom session)	2002
Host for research visit by Joerg Felfe (Martin Luther University, Halle/Germany)	2002
Contact person for job applicants (2 positions) at the Academy of Management Conference	2002
Presenter HBA awards ceremony	2002
Accompanying faculty member on first LEADER mission to Cuba	2002
Instructor for 60-minute workshop on cross-cultural basics for LEADER, a student-run organization that teaches Western business practices in emerging economies	2002
Judge in BCG Case Competition for HBA students [also prepared management behavior case for the competition]	2001, 2003, 2005
Co-organizer Friday Research Series (with Larry Menor)	2001 - 2003
Assistance in 1 st -year MBA Program Activities on diversity (6 classroom hours)	2001
Member of the Faculty of Graduate Studies	2001 - present
Host for Arthur P. Brief, Robert G. Folger, John Meyer, Ramona Bobocel, and Sandra L. Robinson in the Friday Research Series	2000 - 2002
Teaching mentor for Gerard Seijts (management behavior core course) (with Mitch Rothstein)	2000 - 2001

DISSERTATION COMMITTEES

Supervisory Committees

Marika Angerfelt. Women in Leadership: Three Essays. Faculty of Business and Economics, University of Lauanne. Internal Expert.	2011-2012
Gregoire Bollmann. Workplace Aggressive Behaviors: Three Essays. Faculty of Business and Economics, University of Lauanne. Internal Expert	2011-2012
Matthew Lynall. Cooperation and opportunism in venture capital financed companies. Richard Ivey School of Business, University of Western Ontario.	2005-2008
Harjinder Gill. Examining constructive reactions to injustice. Department of Psychology, University of Western Ontario (completed).	2003 - 2005
Yany Gregoire. Consumer retaliation and responses to perceived unfairness: The effect of relationship quality. Richard Ivey School of Business, University of Western Ontario (completed).	2003 - 2005
Debra Rankin. Board demographic diversity, powerful directors and the likelihood of CEO dismissal. Richard Ivey School of Business. University of Western Ontario (completed).	2002 - 2006

Examination Committees

Doctoral Proposal Defense – Laura Guerrero. Job search antecedents and behaviours of skilled immigrants in canada. Richard Ivey School of Business. University of Western Ontario.	2008
Doctoral Thesis Defense – Maureen Nummelin. Make or buy? Professional designations, human capital , and sustainable competitive advantage. Department of Management Sciences, University of Waterloo.	2008
Doctoral Thesis Defense (internal) – Joy Klammer. Surface- and deep- level heterogeneity in teams: Exploring the moderators of time / contact and self-monitoring. Department of Psychology, University of Western Ontario.	2008
Doctoral Proposal Defense – Joy Klammer. Heterogeneity in team members’ goal orientation. Department of Psychology, University of Western Ontario.	2007
Doctoral Proposal Defense – Lily Li. Social networks and expatriate adjustment. Richard Ivey School of Business. University of Western Ontario.	2007
Doctoral Thesis Defense – Debra Rankin. Board demographic diversity, powerful directors and the likelihood of CEO dismissal. Richard Ivey School of Business. University of Western Ontario.	2006
Doctoral Proposal Defense - Matthew Lynall. Cooperation and opportunism in venture capital financed companies. Richard Ivey School of Business, University of Western Ontario.	2005

DISSERTATION COMMITTEES, CONTINUED

Examination Committees, continued

Doctoral Thesis Defense - Yany Gregoire. Consumer retaliation and responses to perceived unfairness: The effect of relationship quality. Richard Ivey School of Business, University of Western Ontario.	2005
Doctoral Thesis Defense (internal) - Henryk T. Krajewski. Development and validation of the approach coping efficacy scales: Predicting quality of work-life and adaptive performance outcomes. Department of Psychology, University of Western Ontario.	2004
Doctoral Thesis Defense - David Stanley. Measuring affect with the 2-dimensional circumplex: Choosing the right rotation. Department of Psychology, University of Western Ontario.	2004
Doctoral Proposal Defense – Debra Rankin. Board demographic diversity, powerful directors and the likelihood of CEO dismissal. Richard Ivey School of Business. University of Western Ontario.	2003
Doctoral Proposal Defense - Harjinder Gill. Examining constructive reactions to injustice. Department of Psychology, University of Western Ontario.	2003
Doctoral Proposal Defense - Yany Gregoire. Consumer retaliation and responses to perceived unfairness: The effect of relationship quality. Richard Ivey School of Business, University of Western Ontario.	2003
Doctoral Thesis Defense - Julie McCarthy. Applicant anxiety and the employment interview: Development of a new realm. Department of Psychology, University of Western Ontario.	2002

THESIS COMMITTEES

Chair

Honor's Thesis - Gonzalo Palacio. Perceptions of equal employment opportunities and organizational commitment. Department of Engineering, Tulane University (completed). 1998

Supervisory Committees

Master's Thesis - Caroline W. Abu-Ayyash. Discrimination and evaluation: The role of prejudice in hiring practices. Department of Psychology, University of Western Ontario (completed). 2005 - 2006

Examination Committees

Master's Thesis Defense – Ayca Yaprak Kumsar. Extension of the three-component model of commitment to teams. Department of Psychology, University of Western Ontario. 2006

Master's Thesis Proposal – Caroline W. Abu-Ayyash. Discrimination and evaluation: The role of prejudice in hiring practices. Department of Psychology, University of Western Ontario. 2005

Master's Thesis Defense – Barbara D. McIntyre. The relationships of interpersonal and informational justice with performance and motivation. Department of Psychology, University of Western Ontario. 2005

Master's Thesis Defense – Tatjana Ilic. Work values, experiences, and work attitudes: A study of immigrants from former Yugoslavia. Department of Psychology, University of Western Ontario. 2004

Master's Thesis Defense - Joanna Heathcote. The effects of voice, expectations, and reputation on evaluations of justice. Department of Psychology, University of Western Ontario. 2000

Master's Thesis Defense - Michael A. Parkes. Personality and managerial competence. Department of Psychology, University of Western Ontario. 2000

EXTERNAL SERVICE ACTIVITIES

Member of the Special Feature Editorial Board of the *Journal of Business and Psychology* (The 50th Anniversary of the Civil Rights Act: The Evolution of Research, Practice, and Legal Perspectives on Employment Discrimination) since 2011

Member of the Editorial Board of *Organizational Research Methods* since 2010

Member of the Program Committee of the International Conference on Intercultural Collaboration 2010

Member of the 2010 Saroj Parasuraman Award Committee of the Gender and Diversity Division of the Academy of Management Conference 2010

Member of the Editorial Board of the *Journal of Business and Psychology* since 2009

EXTERNAL SERVICE ACTIVITIES, CONTINUED

External Reviewer – Promotion and Tenure (York University, York)	2008
Study for Charity Project (raised \$3,010 for five charities)	2008
Editor of a special issue of the <i>Journal of Managerial Psychology</i> on “Employment Discrimination against Immigrants”	2008 - 2010
Invited speaker on the business case for diversity at the 2007 Annual Meeting of the UWO Government Program Alumni Society (London, Ontario)	2007
Invited member of the London/Middlesex Immigrant Employment Task Force (Employment Sector Council/London Middlesex)	2007
Moderator of a panel discussion of workplace diversity hosted by Ernst & Young Toronto	2007
External Reviewer – Promotion and Tenure (St. Mary’s University, Halifax)	2007
Member of the Editorial Board of the <i>Journal of Organizational Behavior</i>	since 2006
Grant reviewer for the Swiss National Science Foundation	2006, 2008
Volunteer Co-ordinator and member of Conference Steering Committee for the 21 st Conference of the Society of Industrial and Organizational Psychology in Dallas/TX	2006 - 2009
Emergency reviewer (in addition to regular reviewer) for the Organizational Behavior Division of the Academy of Management Conference	2005, 2006
Member of the Scientific Committee for the International Conference of Work Values organized by the International Society for the Study of Work and Organizational Values	2004
Grant reviewer for the Canadian Social Sciences and Humanities Research Council	2003, 2004, 2006
Member of the Program Committee for the Conference of the Society of Industrial and Organizational Psychology (reviewer, facilitator)	2003 - 2009
Member of review teams for <i>Academy of Management Review Special Issue on Corruption in Organizations</i> and <i>Academy of Management Review Special Issue on Stigmas in Organizations</i>	2004, 2005
Reviewer and discussant for the Organizational Behavior Division and the Case Track at the Conference of Administrative Sciences Association of Canada	2001 - 2004

EXTERNAL SERVICE ACTIVITIES, CONTINUED

- Ad-hoc reviewer for: *Academy of Management Journal, Academy of Management Perspectives, Academy of Management Learning and Education, Academy of Management Review, Applied Psychology: An International Review, Basic and Applied Social Psychology, Canadian Journal of Administrative Sciences; European Journal of Social Psychology, European Management Review, European Journal of Work and Organizational Psychology, Group and Organization Management; Group Processes and Intergroup Relations; Human Relations, Industrial Relations, International Journal of Service Industry Management, Journal of Applied Psychology; Journal of Applied Social Psychology, Journal of Business and Psychology; Journal of Management Inquiries; Journal of Managerial Psychology, Journal of Organizational Behavior; Journal of Occupational and Organizational Psychology; Journal of Personality and Social Psychology; Journal of Service Management; Management International Review; Sozial Psychologie* 2000 - present
- Member of the Organizational Behavior Program Committee for the Academy of Management Conference (reviewer, session chair, discussant) 2000 - 2007
- Member of the Academy of Management, the International Organization Network (invited), the Canadian Psychological Association, the Society for Industrial and Organizational Psychology, and the Administrative Sciences Association of Canada

EXTERNAL COVERAGE

- Smadja, Y. (2013). Les professeurs étrangers toujours plus nombreux. *Bilan*, <http://www.bilan.ch/economie-les-plus-de-la-redaction/un-prof-sur-deux-vient-de-letranger/page/0/1>
- Mutemba, L.-S. (2012). La qualité la plus recherchée par les employeurs. *L'AGEFI*, September 21, 8.
- Türler, W. (2012). Primes à l'embauche: un recrutement à moindre coût. *Bilan* <http://www.bilan.ch/articles/entreprises/carrieres/primes-l%E2%80%99embauche-un-recrutement-moindre-cout>
- Thénot, D. (2011). Au coeur de l'entreprise: Les comportements humains prévalent. *Banque & Finance*, 112 (November/December), 74.
- Dietz, J., & Compeau, J. (2009). A lesson in Obama's rise to the top: the power of inclusiveness. *Globe and Mail*, January 19, B9.
- Dietz, J. (2008). Why race matters in Obama's quest for presidency. <http://network.nationalpost.com/np/blogs/fullcomment/archive/2008/10/29/joerg-dietz-why-race-matters-in-obama-s-quest-for-the-presidency.aspx>, Retrieved on October 29, 2008.
- Fodor, M. (2008). To bribe or not to bribe. *Go India: Management Made Simple*, 2(9), October, 59.
- Mendleson, R. (2008). Diversity or death: Some firms are slowly realizing they'll need minorities to survive. *MacLean's*, October 13, 76.
- De Bono, N. (2008). Business buzz. *London Free Press*, March 3, Business Monday 2.
- Murphy, A. (2008). 'Bafa Bafa helping cultures to communicate. *Western News*, January 24, 1-2.

EXTERNAL COVERAGE, CONTINUED

- Dunne, M. (2007). Facebook in the office: Obstacle or opportunity? *Brunswick Telegraph-Journal*, August 18, E1.
- Dietz, J. (2007). The changing workplace: Firms doomed if they fail to tap diverse talent pool. *Toronto Star*, July 26, AA8.
Cited in 2008 TRIEC (Toronto Region Immigrant Employment Council) diversity brochure.
- Andreatta, D. (2007). Technophiles hit the pause button. *Globe and Mail*, July 23, L3.
- Immen, W. (2007). Report on Business: Globe Careers: Immigrant obstacles: Language, experience hamper career climb. *Globe and Mail*, May 2, C1.
- Keung, N. (2007). Difficult to find job in own field, immigrants say. *Toronto Star*, May 1, C5.
- Esses, V. M., Dietz, J., Bennett-AbuAyyash, C., & Joshi, C. (2007). Prejudice in the workplace: The role of bias against visible minorities in the devaluation of immigrants foreign-acquired qualifications and credentials. *Canadian Issues-Themes Canadiens*, Spring 2007, 114-118.
- Owens, A. M. (2006). Women find success by joining boys' club: study. *National Post*, November 18, A14.
- Selected for inclusion in the AcademicKeys Who's Who in Business Higher Education, <http://business.academickeys.com/>, August 2006.
- Esses, V. M., & Dietz, J. (2006). Discounting immigrants' skills: The role of racial prejudice in the assessment of immigrant qualifications. *INSCAN: International Settlement Canada*, quarterly newsletter of the Research Resource Division for Refugees at the University of Carleton, 20(2), 11-14.
- Dietz, J., & Esses, V. M. (2006). Research on immigrant skill discounting featured on *CBC Radio*, *Metro Morning News*, August 23.
- Dietz, J., & Esses, V. M. (2006). How to fight bias in hiring. *Toronto Star*, July 11, A17.
- Dietz, J., & Esses, V. M. (2006). Bias hurting ethnic immigrants: Black immigrants with exactly the same qualifications as white immigrants from the same country are less likely to find employment. *Toronto Star*, July 10, A15.
- Ray, R. (2005). The lies we live and tell at work. *Globe and Mail*, June 22, C1.
- Yazdani, A. (2004). Betans and Alphans are quick to judge. *London Free Press*, September 6, A7.
- Barahona, F. (2002). UWO gets \$2.7M in research funding. *London Free Press*, July 26, B4.
- Bezner, F. (2001). Ivey's Global Leadership Program – success around the globe. *Go! The Ivey HBA Business Magazine*, Fall, 7.