

## STÉPHANE CÔTÉ

Professor of Organizational Behavior  
Joseph L. Rotman School of Management, University of Toronto  
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### ACADEMIC POSITIONS

2012-            Professor of Organizational Behavior, University of Toronto  
2015-            Director of the PhD program, Rotman School of Management, University of Toronto  
2007-2012      Associate Professor of Organizational Behavior, University of Toronto  
2001-2007      Assistant Professor of Organizational Behavior, University of Toronto

### EDUCATION

2001            Ph.D., Organizational Psychology, University of Michigan  
1997            M.A., Organizational Psychology, University of Michigan  
1995            B.Sc. (First Class Honours), Psychology, McGill University

### JOURNAL ARTICLES

Barranti, M., Carlson, E. N., & Côté, S. (in press). How to test questions about similarity in personality and social psychology research: Description and empirical demonstration of response surface analysis. *Social Psychological and Personality Science*.

Côté, S. (in press). Enhancing managerial effectiveness via four core facets of emotional intelligence: Self-awareness, social perception, emotion understanding, and emotion regulation. *Organization Dynamics*.

Miners, C. T. H., Côté, S., & Lievens, F. (in press). Assessing the validity of emotional intelligence measures. *Emotion Review*.

Côté, S., Kraus, M. W., Carpenter, N. C., Piff, P. K., Beermann, U., & Keltner, D. (2017). Social affiliation in same-class and cross-class interactions. *Journal of Experimental Psychology: General*, 146, 269-285.

Martin, S. R., Côté, S., & Woodruff, T. (2016). Echoes of our upbringing: How growing up wealthy or poor relates to narcissism, leader behavior, and leader effectiveness. *Academy of Management Journal*, 59, 2157-2177.

Côté, S., House, J., & Willer, R. (2015). High economic inequality leads higher income individuals to be less generous. *Proceedings of the National Academy of Sciences*, 112, 15838-15843.

Côté, S. (2014). Emotional intelligence in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 459-488.

Libbrecht, N., Lievens, F., Carette, B., & Côté, S. (2014). Emotional intelligence predicts success in medical school. *Emotion*, 14, 64-73.

Côté, S., Hideg, I., & Van Kleef, G. A. (2013). The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, 49, 453-463.

- Côté, S., Piff, P. K., & Willer, R. (2013). For whom do the ends justify the means? Social class and utilitarian moral judgment. *Journal of Personality and Social Psychology, 104*, 490-503.
- Yip, J., & Côté, S. (2013). The emotionally intelligent decision-maker: Emotion understanding ability reduces the effect of incidental anxiety on risk-taking. *Psychological Science, 24*, 48-55.
- Côté, S., Moskowitz, D. S., & Zuroff, D. C. (2012). Social relationships and intraindividual variability in interpersonal behavior: Correlates of interpersonal spin. *Journal of Personality and Social Psychology, 102*, 646-659.
- Piff, P. K., Stancato, D., Côté, S., Mendoza-Denton, R., & Keltner, D. (2012). Higher social class predicts increased unethical behavior. *Proceedings of the National Academy of Sciences, 109*, 4086-4091.
- Côté, S. (2011). How social class shapes thoughts and actions in organizations. *Research in Organizational Behavior, 31*, 43-71.
- Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I. (2011). The Jekyll and Hyde of emotional intelligence: Emotion-regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science, 22*, 1073-1080.
- Côté, S., & Hideg, I. (2011). The ability to influence others via emotion displays: A new dimension of emotional intelligence. *Organizational Psychology Review, 1*, 53-71.
- Côté, S., Kraus, M. W., Cheng, B. H., Oveis, C., van der Löwe, I., Lian, H., & Keltner, D. (2011). Social power facilitates the effect of prosocial orientation on empathic accuracy. *Journal of Personality and Social Psychology, 101*, 217-232.
- Côté, S. (2010). Taking the "intelligence" in emotional intelligence seriously. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 127-130.
- Côté, S., Gyurak, A., & Levenson, R. W. (2010). The ability to regulate emotion is associated with greater well-being, income, and socioeconomic status. *Emotion, 10*, 923-933.
- Côté, S., Lopes, P. N., Salovey, P., & Miners, C. T. H. (2010). Emotional intelligence and leadership emergence in small groups. *Leadership Quarterly, 21*, 496-508.
- Kraus, M. W., Côté, S., & Keltner, D. (2010). Social class, contextualism, and empathic accuracy. *Psychological Science, 21*, 1716-1723.
- Piff, P. K., Kraus, M. W., Côté, S., Cheng, B. H., & Keltner, D. (2010). Having less, giving more: The influence of social class on prosocial behavior. *Journal of Personality and Social Psychology, 99*, 771-784.
- Côté, S. (2007). Group emotional intelligence and group performance. *Research on Managing Groups and Teams, 10*, 309-336.
- Van Kleef, G. A., & Côté, S. (2007). Expressing anger in conflict: When it helps and when it hurts. *Journal of Applied Psychology, 92*, 1557-1569.
- Côté, S., & Miners, C. T. H. (2006). Emotional intelligence, cognitive intelligence, and job performance. *Administrative Science Quarterly, 51*, 1-28.

- Côté, S., Saks, A. M., & Zikic, J. (2006). Trait affect and job search outcomes. *Journal of Vocational Behavior, 68*, 233-252.
- Côté, S. (2005). A social interaction model of the effects of emotion regulation on work strain. *Academy of Management Review, 30*, 509-530.
- Côté, S. (2005). Reconciling the feelings as information and hedonic contingency models of how mood influences systematic information processing. *Journal of Applied Social Psychology, 35*, 1656-1679.
- Keller, M. C., Fredrickson, B. L., Ybarra, O., Côté, S., Johnson, K., Mikels, J., Conway, A., & Wager, T. (2005). A warm heart and a clear head: The contingent effects of weather on mood and cognition. *Psychological Science, 16*, 724-731.
- Lopes, P. N., Salovey, P., Côté, S., & Beers, M. (2005). Emotion regulation abilities and the quality of social interaction. *Emotion, 5*, 113-118.
- Sy, T., Côté, S., & Saavedra, R. (2005). The contagious leader: Impact of the leader's mood on the mood of group members, group affective tone, and group processes. *Journal of Applied Psychology, 90*, 295-305.
- Côté, S., & Morgan, L. M. (2002). A longitudinal analysis of the association between emotion regulation, job satisfaction, and intentions to quit. *Journal of Organizational Behavior, 23*, 947-962.
- Côté, S. (1999). Affect and performance in organizational settings. *Current Directions in Psychological Science, 8*, 65-68.
- Zuroff, D. C., Moskowitz, D. S., & Côté, S. (1999). Dependency, self-criticism, interpersonal behavior, and affect: Evolutionary perspectives. *British Journal of Clinical Psychology, 38*, 231-250.
- Côté, S., & Moskowitz, D. S. (1998). On the dynamic covariation between interpersonal behavior and affect: Prediction from neuroticism, extraversion, and agreeableness. *Journal of Personality and Social Psychology, 75*, 1032-1046.
- Moskowitz, D. S., Brown, K. W., & Côté, S. (1997). Reconceptualizing stability: Using time as a psychological dimension. *Current Directions in Psychological Science, 6*, 127-132.
- Moskowitz, D. S., & Côté, S. (1995). Do interpersonal traits predict affect? A comparison of three models. *Journal of Personality and Social Psychology, 69*, 915-924.

### **BOOK CHAPTERS**

- Côté, S. (2014). Positive emotions in organizations. In M. M. Tugade, M. N. Shiota, & L. D. Kirby (Eds.), *Handbook of positive emotions* (pp. 448-462). New York: Guilford.
- Van Kleef, G. A., & Côté, S. (2014). On the social influence of negative emotional expressions. In W. G. Parrott (Ed.), *The positive side of negative emotions* (pp. 126-145). New York: Guilford.
- Côté, S., Van Kleef, G. A., & Sy, T. (2013). The social effects of emotion regulation in organizations. In A. A. Grandey, J. M. Diefendorff, & D. E. Rupp (Eds.), *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work* (pp. 79-100). New York: Routledge.
- Côté, S., Moon, S., & Miners, C. T. H. (2008). Emotion regulation in the workplace. In C. L. Cooper & N. M. Ashkanasy (Eds.), *Research companion to emotion in organizations* (pp. 284-300). London: Edward Elgar.

Côté, S., Miners, C. T. H., & Moon, S. (2006). Emotional intelligence and wise emotion regulation in the workplace. In W. J. Zerbe, N. Ashkanasy, & C. E. J. Härtel (Eds.), *Research on emotions in organizations, Volume 2* (pp. 1-24). Oxford, UK: Elsevier.

Lopes, P. N., Côté, S., & Salovey, P. (2006). An ability model of emotional intelligence: Implications for assessment and training. In V. U. Druskat, F. Sala, & G. Mount (Eds.), *Linking emotional intelligence and performance at work* (pp. 53-80). Mahwah, NJ: Erlbaum.

Côté, S., & Moskowitz, D. S. (2002). How are moods instigated at work? The influence of relational status on mood. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Managing emotions in the workplace* (pp. 111-134). Armonk, NY: M. E. Sharpe.

#### **NEWSPAPER AND MAGAZINE ARTICLES**

Côté, S., & Kraus, M. W. (2014). Crossing financial lanes. *The New York Times* (October 5, 2014): SR8.

Côté, S. (2007, Fall). How anger affects negotiations. *Rotman Magazine*, 74-76.

Côté, S., Sy, T., & Saavedra, R. (2006, Winter). The contagious leader. *Rotman Magazine*, 54-56.

Côté, S. (2003, Fall). Working with emotional intelligence. *Rotman Magazine*, 32-35.

#### **RESEARCH GRANTS**

Accuracy of Self-Perceived Emotional Intelligence and Workplace Effectiveness (\$167,144), Social Sciences and Humanities Research Council of Canada, 2016-2020

How Social Change Agents' Passion Influences Venture Capitalists' Support of Agents (\$10,000), Michael Lee-Chin Family Institute for Corporate Citizenship, Rotman School of Management (with Shira Agasi), 2014-2015

Emotional Intelligence and Ethical Behavior in Groups and Organizations (\$193,228), Social Sciences and Humanities Research Council of Canada, 2012-2016

Social Class and Prosociality in Organizations (\$9,600), Michael Lee-Chin Family Institute for Corporate Citizenship, Rotman School of Management, 2011-2012

Emotional Intelligence and Ethical Decision-Making (\$9,800), AIC Institute for Corporate Citizenship, Rotman School of Management (with Ivona Hideg and Jeremy Yip), 2009-2010

Emotion Regulation and Conflict Resolution (\$57,680), Social Sciences and Humanities Research Council of Canada (with Gerben A. Van Kleef), 2009-2012

Emotional Intelligence at Work: Associations with Key Workplace Outcomes and Training (\$73,151), Social Sciences and Humanities Research Council of Canada, 2006-2009

Emotional Intelligence in the Workplace (\$80,671), Social Sciences and Humanities Research Council of Canada, 2003-2006

Emotional Intelligence and Job Search (\$30,000), University of Toronto, 2002-2004

## PRESENTATIONS

### Invited Seminars

#### Seminar on Research on Social Class

Emory University; McGill University; University of California, Los Angeles; University of Maryland; University of North Carolina; University of Southern California; Washington University in St. Louis

#### Seminar on Research on Emotional Intelligence

Concordia University; Erasmus University Rotterdam; HEC Montréal; INSEAD; Instituto de Empresa; McGill University; New York University; Queen's University; University of Amsterdam; University of Maryland; Rice University; University of California, Berkeley; University of New South Wales; University of North Carolina; University of Waterloo; University of Western Ontario; Wayne State University; York University

#### Seminar on Research on Workplace Emotions

London Business School; University of California, Berkeley; Wilfrid Laurier University

### Invited Presentations

Invited Speaker, Meeting of the Association for Psychological Science, Chicago, IL, May, 2016. *Economic inequality and generosity.*

Invited Speaker, Conference on Inequality, Trust, and Ethics, London, UK, May, 2015. *Economic inequality leads higher income individuals to be less generous.*

Keynote Speaker, Consortium for Research on Emotional Intelligence in Organizations, Cambridge, MA, December, 2013. *Emotional intelligence: Recent theoretical advances and research findings.*

Keynote Speaker, Dutch-Flemish Symposium on Recruitment and Selection Research, Ghent, Belgium, October, 2010. *Emotional intelligence: Recent theoretical advances and research findings.*

Invited Speaker, Meeting of the Association for Psychological Science, San Francisco, CA, May, 2009. *Emotion regulation abilities and career success.*

### Chaired Symposia

Côté, S. (2012, August). *The manifestations of social class in organizations.* Symposium conducted at the meeting of the Academy of Management, Boston, MA.

Côté, S., & van Knippenberg, D. (2009, August). *The social effects of emotions in organizations: Mechanisms and moderators.* Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S. (1999, August). *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations.* Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

## Refereed Conference Presentations (Lead Author)

Côté, S. (2016, October). Social class, inequality, and prosocial behavior. Paper presented at the meeting of the *Society of Experimental Social Psychology*, Santa Monica, CA.

Côté, S., House, J., & Willer, R. (2016, August). *How economic inequality and income shape self-beliefs and worldviews*. Paper presented at the Inequality and Decision Making Conference of the Tobin Project, Cambridge, MA.

Côté, S., & McCarthy, J. M. (2016, January). Accuracy of self-rated emotional intelligence and job performance. In E. C. Carlson & L. Human (chairs), *Is it best to be accurate or biased? Real world consequences of self-knowledge and accurate interpersonal perceptions*. Symposium conducted at the meeting of the Society for Personality and Social Psychology, San Diego, CA.

Côté, S. (2014, May). The dynamics of interpersonal interactions across and within social classes. In P. K. Piff (chair), *Wealth and independence across different periods, populations, people, and psychologies*. Symposium conducted at the meeting of the Associate for Psychological Science, San Francisco, CA.

Côté, S., Piff, P. K., & Willer, R. (2013, January). Social class, compassion, and utilitarian moral judgment. In D. Cameron (chair), *Compassion: Social causes and moral consequences*. Symposium conducted at the meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I. (2011, April) The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. In S. Kaplan & J. Cortina (chairs), *Understanding and managing workplace emotions: Measures, predictors, processes, and outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Côté, S., & Huy, Q. N. (2009, August). The nature and function of collective emotional abilities. In Q. N. Huy (chair), *The influence of affective processes on collective outcomes*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S., Hideg, I., & Van Kleef, G. A. (2008, August). A model of the strategic management of emotions in conflict resolution. In S. Wiltermuth (chair), *Effects of anger on behavior and judgment*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.

Côté, S. (2008, April). Teaching emotional intelligence in the classroom. In P. Radhakrishnan (chair), *Experiential learning: Grounding ourselves in research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Côté, S., & Miners, C. T. H. (2007, August). Emotional intelligence, positive emotions displays, and leadership emergence. In S. Nifadkar & K. G. Corley (chairs), *Emotions research: Pushing theoretical and empirical frontiers*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.

Côté, S., & Golden, B. R. (2006, August). Emotional intelligence and burnout among leaders. In G. A. van Kleef, A. C. Homan, & N. M. Ashkanasy (chairs), *Exploring the role of emotion in leadership*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

Côté, S., & Toh, S. M. (2006, August). Emotion regulation and job satisfaction: The moderating role of the emotional demands of the job. In S. J. Ashford & E. Darling (chairs), *Making emotions work: emotion regulation and its implications for action*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

- Côté, S., Lopes, P. N., & Salovey, P. (2006, May). Emotional intelligence and leadership emergence. In P. Papadogiannis (chair), *The impact of emotional intelligence on leadership and workplace performance*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Côté, S. (2005, April). Do emotionally intelligent people manage their emotions wisely? In R. H. Gosserand & J. M. Diefendorff (chairs), *Toward a better understanding of emotion regulation at work*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Côté, S. (2002, August). *Effects of mood on the discernment of varying levels of employee performance in performance appraisals*. Paper presented at the meeting of the Academy of Management, Denver, CO.
- Côté, S., & Sy. T. (2002, August). *Emotional intelligence: A key ability to succeed in the matrix organization*. Paper presented at the meeting of the Academy of Management, Denver, CO.
- Côté, S. (2002, July). *A longitudinal analysis of the association between emotion regulation and work strain*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.
- Côté, S., Lopes, P. N., & Salovey, P. (2002, July). *Emotional intelligence and work group outcomes*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.
- Côté, S., & Morgan, L. M. (2000, August). "Put on a happy face!" Stress implications of emotional labor at work. In A. M. O'Leary-Kelly (chair), *Emotional labor: An expansion of current conceptualizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.
- Côté, S., & Moskowitz, D. S. (2000, August). *Interpersonal predictors of affect in organizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.
- Côté, S., & Moskowitz, D. S. (1999, August). A conditional model of the role of individual differences in organizations. In S. Côté (chair), *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.
- Côté, S. (1998, May). *Productivity and affect are associated within short time periods*. Paper presented at the meeting of the American Psychological Society, Washington, DC.
- Côté, S., & Moskowitz, D. S. (1997, August). *Affective experiences associated with power in organizations*. Paper presented at the meeting of the Academy of Management, Boston, MA.
- Côté, S. (1996, August). Personality, behavior, and affect: A dynamic perspective. In D. S. Moskowitz (chair), *Stasis to process in behavior and affect*. Symposium conducted at the meeting of the American Psychological Association, Toronto, Ontario.
- Côté, S., & Moskowitz, D. S. (1996, May). *Récentes conceptions de la personnalité: Analyses idiographiques et nomothétiques*. Paper presented at the meeting of the Association Canadienne-Francaise pour l'Avancement des Sciences, Montréal, Québec.

## Other Conference Presentations (Lead Author)

Côté, S. (2017, August). Theoretical challenges in studying the effects of social class on organizational behavior. Invited presentation at the Professional Development Workshop, *Social class inequality: Research perspectives and networking*, Gender and Diversity in Organizations Division, Meeting of the Academy of Management, Atlanta, GA.

Côté, S. (2012, August). Discussant. In J. I. Menges, M. Milovac, & P. Lopes (chairs), *Emotion expression and suppression at work: Theoretical considerations and new empirical evidence*. Symposium conducted at the meeting of the Academy of Management, Boston, MA.

Côté, S. (2011, April). Discussant. In L. Petitta & J. Diefendorff (chairs), *Advances in understanding the links of emotions and context*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Côté, S. (2009, June). *Teaching emotional intelligence*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Ann Arbor, MI.

Côté, S., & Sanchez-Burks, J. (2008, August). Emotional intelligence. Invited presentation at the Professional Development Workshop, *The experience, management, and implications of emotions at work*, Organizational Behavior Division, Meeting of the Academy of Management, Anaheim, CA.

Côté, S. (2008, August). Publishing. Invited presentation at the Professional Development Workshop, *How to improve your chances of publishing in a top-tiered journal*, Organizational Behavior Division, Meeting of the Academy of Management, Anaheim, CA.

Côté, S. (2007, June). *Group emotional intelligence and group performance*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, June). *Teaching emotional intelligence in the core MBA and EMBA classrooms*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, April). Discussant. In H.-A. M. Johnson & P. Spector (chairs), *New directions in emotional intelligence research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Côté, S. (2006, July). Can emotion regulation reduce employees' strain? In A. Rafaeli & D. Zapf (chairs), *The psychology of service: Service climate, service interaction, customer satisfaction and service provider well-being*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, July). Cross-level moderators of the association between emotional intelligence and individual outcomes. In N. M. Ashkanasy (chair), *Emotion at multiple levels of organization*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, May). *Group emotional intelligence and group performance*. Paper presented at the conference on Research on Managing Groups and Teams in Organizations, Palo Alto, CA.

Côté, S. (2005, June). *A social interaction model of the effects of emotion regulation*. Paper presented at the conference on Affect and Emotions in Organizational Behavior, Rotterdam, Netherlands.



## AWARDS

Best Reviewer Award, Academy of Management Journal, 2015  
Dean Roger Martin Award for Excellence in Teaching, 2012  
Dean Roger Martin Award for Excellence in Research, 2006  
Excellence in Teaching Awards (MBA program), 2004, 2009, 2011, 2012, 2013  
Excellence in Teaching Awards (undergraduate Commerce program), 2001 to 2007  
Nominee for the Aurora Prize for Outstanding New Researcher, SSHRC, 2003

## TEACHING

### Courses Taught

Rotman School of Management, University of Toronto

#### MBA program

2015-now The Socially Intelligent Manager (elective)  
2013-2014 Leading People in Organizations (core)  
2008-2011 Managing People in Organizations (core)  
2003-2007 Leadership (core)

#### Ph.D. program

2015-now Research Methods in Business  
2013, 2015 Advanced Topics in Organizational Behavior  
2006-2008 Quantitative Research Methods in Organizational Behavior  
2006 Methods and Research in Organizational Behavior

#### Undergraduate Commerce program

2002-2008 Individual and Group Behavior in Organizations

Department of Psychology, University of Michigan

#### Undergraduate psychology program

1997-2001 Advanced Laboratory in Organizational Psychology  
1998 Introduction to Social Psychology  
1997 Introduction to Organizational Psychology

### Executive Education Sessions

Emotional Intelligence for Leaders  
Effective Decision-Making in Teams

### Post-Doctoral Advisor

2017- Bonnie Le  
2014-2016 Jennifer Stellar (now Assistant Professor of Psychology at the University of Toronto)

## Doctoral Dissertation Committees

### Doctoral Dissertation Chair:

- 2013-2015 Shira Agasi (now Data Scientist at Clicktale)  
Title: *Changing Behaviors One Passionate Conversation at a Time: How Agents' Passion about Issues or Activities Influence Listeners' Support*. Dissertation defended May 26, 2015.
- 2009-2012 Ivona Hideg (now Assistant Professor at Wilfrid Laurier University)  
Title: *The Effects of Up-Regulated Happiness on Others' Prosocial Behavior: The Role of Cultural Thinking Style*. Dissertation defended June 11, 2012.
- 2009-2011 Jeremy Yip (now Assistant Professor at Georgetown University)  
Title: *Understanding the Source of Emotions: Emotions, Emotional Intelligence, and Decision Making*. Dissertation defended August 10, 2011.
- 2007-2011 Sue Moon (now Assistant Professor at Long Island University)  
Title: *East Meets West: The Cultural-Relativity of Emotional Intelligence*. Dissertation defended April 13, 2011.
- 2006-2008 Christopher Miners (now tenured Associate Professor at Queen's University)  
Title: *It Is Who You Know and What You Know: An Examination of the Relations among Emotional Intelligence, Social Network Centrality, and Performance*. Dissertation defended July 16, 2008. Co-chair: Gary Latham.

### Doctoral Dissertation Committee Member:

- 2017- Thora Bjornsdottir, Department of Psychology  
2016- Yeun Joon Kim  
2015 Bonnie Le, Department of Psychology  
2013-2015 Julian House  
2007-2013 Michelle Lalonde, Faculty of Nursing  
2009-2013 Alexander Garcia Muradov  
2003-2006 Robin Church  
2002-2005 Deborah MacKenzie  
2002-2003 Peter Heslin

### External Assessor:

- 2010 Eugene Tee (University of Queensland, Australia)  
2009-2013 Victoria Visser (Rotterdam School of Management, Netherlands)  
2008-2011 Nele Libbrecht (Ghent University, Belgium)

## New Course Development

Leadership (core MBA)

Quantitative Research Methods in Organizational Behavior (core Ph.D., with Geoffrey Leonardelli)

The Socially Intelligent Manager (undergraduate, with Jeremy Yip, and elective MBA, with John Oesch)

## **EXTERNAL SERVICE**

### **Associate Editor**

Emotion (2012-2013)

### **Editorial Board Memberships**

Administrative Science Quarterly (2014- )  
Academy of Management Journal (2011- )  
Academy of Management Review (2008-2017)  
Organizational Psychology Review (2009- )  
Personnel Psychology (2017- )  
Organizational Behavior and Human Decision Processes (2010-2012)  
Journal of Management (2008-2011)

### **Occasional Ad Hoc Reviewer**

#### Journals

Emotion; Journal of Applied Psychology; Journal of Personality and Social Psychology; Organizational Behavior and Human Decision Processes; Perspectives in Psychological Science; Proceedings of the National Academy of Sciences; Psychological Science

#### Grants

Social Sciences and Humanities Research Council of Canada standard research grants

### **Grants Selection Committees**

Ontario Graduate Scholarship panel chair, 2010  
Social Sciences and Humanities Research Council of Canada standard research grants selection committee, Committee 21 (Management), 2007

### **Judge**

Judge for the Canadian Journal of Administrative Science Verity International Award for Overall Outstanding Paper in Management, 2006

## **INTERNAL SERVICE**

Rotman School of Management, University of Toronto

PhD Program Director, 2015-2018  
OBHRM PhD Program Coordinator, 2009-2014  
Rotman PhD Program Committee chair, 2013-2014  
Rotman PhD Program Committee member, 2009-2013  
Promotions Committee, 2013-2014  
OBHRM Faculty Search Committee, 2003, 2005, 2006, 2008, 2009, 2013  
Marketing Faculty Search Committee (Provostial Assessor), 2010-2011  
MBA Task Force for Development of Core MBA Curriculum, 2011  
Rotman MBA Programs Committee, 2004-2007

Rotman Centres and Research Committee, 2008-2009  
OBHRM Speaker Series Coordinator, 2005-2006; 2006-2007  
OBHRM Ph.D. Committee, 2004-2006  
OBHRM Ph.D. Admissions Committee, 2004  
MBA Integrative Management Challenge Committee, 2005-2006  
Teaching Effectiveness Seminar, October 21, 2004  
Commerce Summer Mentorship Program Presentation: *Emotional intelligence*, July 29, 2004  
Life-Long Learning Seminar: *Emotional intelligence: Implications for business design*, June 4, 2004

Department of Psychology, University of Michigan

Graduate Committee, 1999-2000  
Organizational Psychology Area Executive Committee, 1995-1996  
Organizational Psychology Area Ph.D. Admissions Committee, 1995-1996  
Departmental Associate, 1997-1999  
Coordinator, Graduate School Orientation, 1998-1999  
Coordinator, Organizational Psychology Seminar Series, 1996-1997

### SELECTED MEDIA MENTIONS

**From: The emotionally intelligent decision-maker: Emotion understanding ability reduces the effect of incidental anxiety on risk-taking.**

- How Emotional Intelligence Can Improve Decision-Making. November 26, 2013. Huffington Post. [http://www.huffingtonpost.com/2013/11/22/emotional-intelligence-decision-making\\_n\\_4310192.html](http://www.huffingtonpost.com/2013/11/22/emotional-intelligence-decision-making_n_4310192.html)
- Science Says: Go With Your Gut. February 14, 2014. Profitguide.com <http://www.profitguide.com/manage-grow/leadership/science-says-go-with-your-gut-62093>

**From: For whom do the ends justify the means? Social class and utilitarian moral judgment**

- Our Inconsistent Ethical Instincts. March 31, 2013. *The New York Times*. [http://www.nytimes.com/2013/03/31/opinion/sunday/how-firm-are-our-principles.html?\\_r=1&](http://www.nytimes.com/2013/03/31/opinion/sunday/how-firm-are-our-principles.html?_r=1&)
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**PROFESSIONAL AFFILIATIONS**

Academy of Management (Organizational Behavior and Research Methods Divisions)  
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