Curriculum Vitae
(October 2026)

Name Ian Robert Gellatly

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Department of Strategy, Entrepreneurship and Management
Alberta School of Business
College of Social Sciences & Humanities
University of Alberta
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Education

1991	Ph.D. (Industrial/Organizational Psychology)
1986	M.A. (Applied Psychology)
1984	B.A. (Honours Psychology)
	Western University
	London, Ontario, Canada

Academic Appointments

2023-2026 Alex Hamilton Professor of Business, Alberta School of Business

2018-2023 SEM Department Chair

1998-present Department of Strategy, Entrepreneurship and Management (SEM)
Alberta School of Business, University of Alberta

Promoted to Full Professor (2009)
Tenure Awarded (2002)
Associate Professor (1998)

1993-1998 Faculty of Management, University of Lethbridge

Promoted to Associate Professor (1996)
Tenure Awarded (1996)
Assistant Professor (1993)

1992-1993 Faculty of Business Administration, Memorial University of Newfoundland

Assistant Professor (1992)

1989-1992 Centre for Administration and Information Studies, Western University

Lecturer (1989)

Biography and Research Interests

Ian R. Gellatly is a professor of organizational behavior within the Alberta School of Business at the University of Alberta. Ian's research has touched on many topics, such as diversity/inclusion (people with disabilities), leadership, work attitudes, motivation/engagement, knowledge sharing/hiding, safety climate, and employee withdrawal (attendance and turnover). His research examines the interplay between person and situational factors in a variety of applied contexts, such as virtual work, health-care organizations and professions, non-profit agencies (e.g., employment of persons with disabilities), primary industries (e.g., oil and gas; construction), and ride-sharing (e.g., Uber). Ian's published work appears in world-class outlets, such as *Journal of Management, Journal of Applied Psychology*, *Journal of Organizational Behavior, Organizational Research Methods*, *Journal of Management Information Systems*, *and Human Resource Management*. At this time, Ian serves on the editorial board of the *Journal of Applied Psychology*. Ian is also an ad hoc reviewer for many other journals. Over the years, financial support for Ian's research has been provided by the Social Sciences Humanities Research Council of Canada (SSHRC). All of Ian's research complies with the American Psychological Association's ethical principles and code of conduct (APA 2017), and with the University of Alberta's policies concerning research ethics.

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RESEARCH ACTIVITY

Citation Count (Research Impact)

A citation-count analysis of my published work was compiled by ***Google Scholar*** and ***Web of Science*** on October 19th 2026. According to the criteria used by Google Scholar, my work has been cited 10,723 times (H-index = 31; i10-index = 45). Whereas the criteria used by Web of Science reports the number of total citations to be 4,167 citations (H-index = 24).

Peer-Reviewed Publications

72. Ho, J.A., Connelly, C.E., Bonaccio, S., & Gellatly, I.R. (*in press*). How to successfully negotiate customized jobs for people with disabilities: A practical guide for employers working with intermediaries. *Organizational Dynamics,* https://doi.org/10.1016/j.orgdyn.2026.101249

71. Hancock, A., Arnold, K.A., Walsh, M.M., Connelly, C.E., & Gellatly, I.R. (*in press*). Leading depleted employees: Exploring the boundaries of transformational leadership. *Personnel Review,* https://doi.org/10.1108/PR-05-2025-0433

70. Bonaccio, S., Connelly, C.E., McLarnon, M.J.W., & Gellatly, I.R. (2026). Managers' decisions about informal accommodation requests by employees with and without disabilities. *Human Resource Management, 65(3), 823-846.* http://doi.org/10.1002/hrm.70047

69. Lefcoe, A., Connelly, C.E., & Gellatly, I.R. (2024). Ride-hail drivers, taxi drivers and multiple jobholders: Who takes the most risks and why? *Work, Employment and Society*, *38(5),* 1307–1332. https://doi.org/10.1177/09500170231185212

68. Martin Ginis, K.A., Sinden, A.R., Bonaccio, S., Labbé D., Guertin, C., Gellatly, I.R., Koch, L., Mortenson, W.B., Routhier, F., Bashan, C.A., Jetha, A., & Miller, W. (2024). Experiential aspects

of participation in employment and mobility for adults with physical disabilities: Testing cross-sectional models of contextual influences and well-being outcomes. *Archives of Physical Medicine and Rehabilitation, 105(2)*, 303-313. https://doi.org/10.1016/j.apmr.2023.08.004

67. McLarnon, M. J. W., Gellatly, I. R., Richards, D. A., & Arazy, O. (2023). Knowledge sharing processes and the role of attachment patterns. *Journal of Knowledge Management, 27(5)*, 1343-1365. https://doi.org/10.1108/JKM-08-2021-0622

66. Jing, E.L., Gellatly, I.R, Feeney, J.R., & Inness, M. (2023). Social undermining and three forms of organizational commitment: The moderating role of employees' attachment style. *Journal of Personnel Psychology*, *22(1)*, 31-42. https://doi.org/10.1027/1866-5888/a000307

65. Jing, E.L., Inness, M., & Gellatly, I.R. (2023). The effect of alcohol consumption on workplace aggression: What's love (and job insecurity) got to do with it? *Journal of Managerial Psychology, 38(1)*, 60-72. https://doi.org/10.1108/JMP-09-2021-0513

64. Hancock, A., Gellatly, I.R., Walsh, M.M., Arnold, K.A., & Connelly, C.E. (2023). Good, bad, and ugly leadership patterns: Implications for work-related and context-free outcomes. *Journal of Management, 49(2),* 640-676. https://doi.org/10.1177/01492063211050391

63. Ho, J.A., Bonaccio, S., Connelly, C.E., & Gellatly, I.R. (2022). Representative-negotiated i-deals for people with disabilities. *Human Resource Management, 61(6),* 681–698. https://doi.org/10.1002/hrm.22118

62. Bormann, K.C., & Gellatly, I.R. (2022). It's only abusive if I care: The moderation of organizational concern on abusive supervision, stress and work behaviors. *Journal of Personnel Psychology, 21(3),* 125–136. https://doi.org/10.1027/1866-5888/a000295

61. Lefsrud, L., McLarnon, M.J.W., & Gellatly, I.R. (2021). A pattern-oriented approach to safety climate: An empirical example. *Safety Science, 142*, Article 105385. https://doi.org/10.1016/j.ssci.2021.105385

60. Feeney, J.R., Gellatly, I.R., Goffin, R.D., & Inness, M (2020). Organizational attachment: Conceptualization, measurement, and incremental prediction of work attitudes and outcomes. *Journal of Personnel Psychology, 19(3),* 113–124. https://doi.org/10.1027/1866-5888/a000252

59. Bonaccio, S., Connelly, C.E., Gellatly, I.R., Jetha, A., & Martin-Ginis, K.A. (2020). The participation of people with disabilities in the workplace across the employment cycle: Employer concerns and research evidence. *Journal of Business and Psychology*, *35(2)*, 135-158. http://dx.doi.org.login.ezproxy.library.ualberta.ca/10.1007/s10869-018-9602-5

58. Bonaccio, S., Connelly, C.E., Fisher, S.L., Gellatly, I.R., Gignac, M., & Jetha, A. (2018). Beyond managing research partnerships: Partnered research as an integrated methodological approach. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 11(4)*, 613-619. http://dx.doi.org.login.ezproxy.library.ualberta.ca/10.1017/iop.2018.123

57. Aluwihare, D., Gellatly, I.R , Cummings, G.G., & Ogilvie, L. (2018). A contextual work-life experiences model to understand nurse commitment and turnover. *Journal of Advanced Nursing, 74(9),* 2053-2063. https://doi.org/10.1111/jan.13718

56. Arnold, K.A., Connelly, C.E., Gellatly, I.R., Withey, M.J., & Walsh, M.M. (2017). Using a pattern-oriented approach to study leaders: Implications for burnout and perceived role demand. *Journal of Organizational Behavior, 38(7),* 1038-1056. https://doi.org/10.1002/job.2182

55. Aluwihare-Samaranayake, D., Ogilvie, L., Cummings, G.G., & Gellatly, I.R. (2017). The nursing profession in Sri Lanka: Time for policy changes. *International Nursing Review*, *64(3)*, 363–370. https://doi.org/10.1111/inr.12398

54. Gellatly, I.R., & Hedberg, L.M. (2016). Employee turnover and absenteeism. In J. P. Meyer's (Ed.), *The Handbook of Employee Commitment.* Northhampton, MA: Edward Elgar Publishing Ltd. (pp. 195-207). ISBN: 978 1 78471 173 3

53. Arazy, O., Gellatly, I.R., Brainin, E., & Nov, O. (2016). Motivation to share knowledge using wiki technology and the moderating effect of role perceptions. *Journal of the Association for Information Science and Technology, 67(10), 2362-2378.* https://doi.org/10.1002/asi.23579

52. Raoufi, M., Fayek, A. Robinson, and Gellatly, I.R. (2016). A fuzzy aggregation method for measuring construction crew motivation. *Proceedings, ASCE Construction Research Congress*, San Juan, Puerto Rico, May 31-June 2: 1-10. https://doi.org/10.1061/9780784479827.fm

51. Elbarkouky M.M.G., Fayek, A.R., & Gellatly, I.R. (2014). Evaluating construction team effectiveness: A fuzzy logic approach. *International Journal of Architecture, Engineering and Construction, 3(4), 262-274.* http://dx.doi.org/10.7492/IJAEC.2014.021

50. Gellatly, I.R., Cowden, T.L., & Cummings, G.G (2014). Staff nurse commitment, work relationships, and turnover intentions: A latent profile analysis. *Nursing Research, 63(3),* 170-181. https://doi.org/10.1097/NNR.0000000000000035

49. Ahn, S., Gellatly, I. R., Lee, S., and Fayek, A. Robinson. (2013). Survey of social factors of construction workers' absence behavior. *Proceedings, Canadian Society for Civil Engineering (CSCE) 2013 Annual Conference/4th International Construction Specialty Conference*, Montreal, Quebec, May 29-June 1, 2013, CON-183-1 – CON-183-7.

48. Ahn, S., Hwang, S., Lee, S., Gellatly, I.R., & Park, M. (2013). Dynamic analysis of attendance behavior within construction crews. *Proceedings of the 5th International Conference on Construction Engineering and Project Management.* https://www.researchgate.net/publication/336902179_Dynamics_Analysis_of_Attendance_Behavior_within_Construction_Crews

47. Arazy, O., & Gellatly, I.R. (2012). Corporate wikis: The effects of owners' motivation and behavior on group members' engagement. *Journal of Management Information Systems*, *29(3)*, 87–116. http://doi.org/10.2753/MIS0742-1222290303

46. O'Neill, T., Goffin, R.D., & Gellatly, I.R. (2012). The use of random coefficient modelling for understanding and predicting job performance ratings: An application with field data. *Organizational Research Methods, 15(3),* 436-462. https://doi.org/10.1177/1094428112438699

45. Gellatly, I.R., & Withey, M.J. (2012). Organisational trust, affective commitment and bureaucratic

control. *Journal of Trust Research, 2(1*), 31-52. https://doi.org/10.1080/21515581.2012.659936

44. Gellatly, I.R., & Allen, N.J. (2012). Group mate absence, dissimilarity, and individual absence: Another look at "monkey see, monkey do." *European Journal of Work and Organizational Psychology, 21(1),* 106-124. https://doi.org/10.1080/1359432X.2010.546947

43. O'Neill, T., Goffin, R.D., & Gellatly, I.R. (2012). The knowledge, skill, and ability requirements for teamwork: Revisiting the Teamwork-KSA Test's validity. *International Journal of Selection and Assessment, 20(1),* 36-52. https://doi.org/10.1111/j.1468-2389.2012.00578.x

42. Powell, D.M., Goffin, R.D., & Gellatly, I.R. (2011). Gender differences in personality scores: Implications for differential hiring rates. *Personality and Individual Differences, 50(1*), 106-110. https://doi.org/10.1016/j.paid.2010.09.010

41. Withey, M.J., & Gellatly, I.R. (2011). Do employees feel enabled in strong situations? *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *32*, 131-141.

40. O'Neill, T.A., Goffin, R.D., & Gellatly, I.R. (2010). Test taking motivation and personality test validity. *Journal of Personnel Psychology, 9(3),* 117-125. https://doi.org/10.1027/1866-5888/a000012

39. AbouRizk, H., Lee, S., Gellatly, I.R., & Fayek, A.R. (2010). Understanding withdrawal behavior in the construction industry. *Proceedings of the ASCE Construction Research Congress, 8,* 809-816.

38. Gellatly, I.R., Hunter, K.H., Currie, L.G., & Irving, P.G. (2009). HRM practices and organizational commitment profiles. *The International Journal of Human Resource Management, 20(4),* 890-905. https://doi.org/10.1080/09585190902770794

37. Arazy, O., Gellatly, I.R., Jang, S., & Patterson, R. (2009). Wiki deployment in corporate settings. *IEEE Technology and Society Magazine*, *28(2)*, 57-64. https://doi.org/10.1109/MTS.2009.932804

36. Luchak, A.A., Pohler, D., & Gellatly, I.R. (2008). When do committed employees retire? The effects of organizational commitment on retirement plans under a defined benefit pension plan. *Human Resource Management*, *47(3)*, 581-599. https://doi.org/10.1002/hrm.20233

35. Luchak, A.A., & Gellatly, I.R. (2007). A comparison of linear and non-linear relations between organizational commitment and work outcomes. *Journal of Applied Psychology*, *92(3)*, 783-793. https://doi.org/10.1037/0021-9010.92.3.786

34. Patterson, R., Gellatly, I.R., Arazy, O., and Jang, S. (2007). The effects of wiki characteristics on performance quality: The role of user motivations. *Proceedings of the Workshop on Information Technologies and Systems, 17*, 43-48. http://www.oferarazy.com/PDF/The%20Effects%20of%20Wikis%20Characteristics%20on%20Performance%20Quality.pdf

33. Hunter, K.H., & Gellatly, I.R. (2007). Behavioural norms as a moderator of the relationship between affective commitment and discretionary citizenship behaviour. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *28*, 225-235.

32. Withey, M.J., & Gellatly, I.R. (2007). Another look at the effect of organizational structure on employee responses: What is the role of trust? *Organizational Theory Proceedings of the Administrative Sciences Association of Canada, 28, 84-100.*

31. Gellatly, I.R., Meyer, J.P., & Luchak, A.A. (2006). Combined effects of the three commitment components on focal and discretionary behaviors: A test of Meyer and Herscovitch's propositions. *Journal of Vocational Behavior*, *69(2)*, 331-345. https://doi.org/10.1016/j.jvb.2005.12.005

30. Withey, M.J., Gellatly, I.R., & Annett, M. (2005). The moderating effect of situational strength on the relationship between personality and provision of effort. *Journal of Applied Social Psychology*, *35(8)*, 1587-1608. https://doi.org/10.1111/j.1559-1816.2005.tb02186.x

29. Meyer, J.P., & Gellatly, I.R. (2004). Employee commitment and retention: A case study. Supplementary chapter to J.P. Meyer and L. Topolnytsky's (2000), *Best practices: Employee retention*. Toronto, ON: Carswell.

28. Miller, D.L. & Gellatly, I.R. (2003). Test of climate predictors of feedback seeking and performance intentions. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *24*, 65-78.

27. Gellatly, I.R., & P.G. Irving (2003). Perceived obligations to the organization and organizational commitment: A case of concept redundancy? *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *24*, 139-160.

26. Luchak, A.A., Gellatly, I.R. (2002). How pension accrual affects job satisfaction. *Journal of Labor Research*, *23*, 145-162. https://link.springer.com/article/10.1007/s12122-002-1023-5

25. Gellatly, I.R., & Irving, P.G. (2001). Personality, autonomy, and contextual performance of managers. *Human Performance*, *14 (3)*, 229-243. https://doi.org/10.1207/S15327043HUP1403_2

24. Luchak, A.A., & Gellatly, I.R. (2001). What kind of commitment does a final-earnings pension plan elicit? *Relations Industrielles/Industrial Relations*, *56 (2)*, 394-417. https://www.jstor.org/stable/23077481

23. Goffin, R.D., & Gellatly, I.R. (2001). A multi-rater assessment of organizational commitment: Are self-report measures biased? *Journal of Organizational Behavior*, *22(4)*, 437-451. https://doi.org/10.1002/job.94

22. Gellatly, I.R. (1999). Effects of goal setting on physiological response and performance: Comment on Theodorakis, Laparidis, Kioumourtzoglou, and Goudas. *Perceptual and Motor Skills*, *88(1)*, 251-252. https://journals.sagepub.com/doi/pdf/10.2466/pms.1999.88.1.251

21. Gellatly, I.R., & Irving, P.G. (1999). The moderating role of perceived autonomy on personality-performance relations within a public-sector organization. *Human Resources Proceedings of the Administrative Sciences Association of Canada*, *20*, 49-58.

20. Withey, M.J., & Gellatly, I.R. (1999). Exit, voice, loyalty and neglect: Assessing the influence of prior effectiveness and personality. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *20*, 110-119.

19. Gellatly, I.R., & Luchak, A.A. (1998). Personal and organizational determinants of perceived absence norms. *Human Relations*, *51(8)*, 1085-1102. . https://doi.org/10.1023/A:1016963914393

18. Withey, M.J., & Gellatly, I.R. (1998). Situational and dispositional determinants of exit, voice, loyalty, and neglect. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *19*, 113-122.

17. Gellatly, I.R. (1996). Conscientiousness and task performance: Test of a cognitive process model. *Journal of Applied Psychology*, *81(5)*, 474-482. https://doi.org/10.1037/0021-9010.81.5.474

16. Goffin, R.D., Gellatly, I.R., Paunonen, S.V., Jackson, D.N., & Meyer, J.P. (1996). Criterion validation of two approaches to performance appraisal: The behavioral observation scale and the relative percentile method. *Journal of Business and Psychology*, *11(1)*, 23-33. https://doi.org/10.1007/BF02278252

15. Luchak, A.A. & Gellatly, I.R. (1996). Exit-voice and employee absenteeism: A critique of the industrial relations literature. *Employee Responsibilities and Rights Journal*, *9(2)*, 91-102. https://link.springer.com/article/10.1007/BF02622252

14. Gellatly, I.R. (1996). Dispositional determinants of task performance: Focus on the big five factor of conscientiousness. *Human Resources Proceedings of the Administrative Sciences Association of Canada*, *17*, 43-52.

13. Luchak, A.A., & Gellatly, I.R. (1996). Employer-sponsored pensions and employee commitment. *Human Resources Proceedings of the Administrative Sciences Association of Canada*, *17*, 64-71.

12. Withey, M.J., & Gellatly, I.R. (1996). The effects of situational and personality factors on exit, voice, loyalty, and neglect. In Amin, S. G. (Ed.), *Proceedings of the Academy of Business Administration*, pp. 270-276.

11. Gellatly, I.R. (1995). Individual and group determinants of employee absenteeism: Test of a causal model. *Journal of Organizational Behavior*, *16(5)*, 469-486. https://doi.org/10.1002/job.4030160507

10. Luchak, A.A., & Gellatly, I.R. (1995). Collective voice and employee absenteeism: A review. *Industrial Relations Research Association Series, Proceedings from the 47th annual meeting*. *47*, 30-37.

9. Gellatly, I.R., Luchak, A.A., & White, J.P. (1994). Perceptions of interactional justice among hospital employees: Implications for attendance control. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *15*, 92-101.

8. Luchak, A.A., & Gellatly, I.R. (1994). The effects of regulatory characteristics on apprenticeship training. *Conference Proceedings of the Canadian Industrial Relations Association*, *31*, 167-176.

7. Gellatly, I.R. & White, J.P. (1993). The effects of work-group norm and organizational commitment on employee absenteeism: A cross-level analysis. *Organizational Behaviour Proceedings of the Administrative Sciences Association of Canada*, *14*, 11-20.

6. Gellatly, I.R., & Meyer, J.P. (1992). The effects of goal difficulty on physiological arousal, cognition, and task performance. *Journal of Applied Psychology*, *77(5)*, 694-704. . https://doi.org/10.1037/0021-9010.77.5.694

5. Gellatly, I.R., Paunonen, S.V., Meyer, J.P., Jackson, D.N., & Goffin, R.D. (1991). Personality, vocational interest, and cognitive predictors of managerial job performance and satisfaction. *Personality and Individual Differences*, *12(3)*, 221-231. https://doi.org/10.1016/0191-8869(91)90108-N

4. Meyer, J.P., Allen, N.J., & Gellatly, I.R. (1990). Affective and continuance commitment to the organization: Evaluation of measures and analysis of concurrent and time-lagged relations. *Journal of Applied Psychology*, *75(6)*, 710-720. https://doi.org/10.1037/0021-9010.75.6.710

3. Meyer, J.P., Paunonen, S.V., Gellatly, I.R., Goffin, R.D., & Jackson, D.N. (1989). Organizational commitment and job performance: It's the nature of the commitment that counts. *Journal of Applied Psychology*, *74(1)*, 152-156. https://doi.org/10.1037/0021-9010.74.1.152

2. Meyer, J.P., & Gellatly, I.R. (1988). Perceived performance norm as a mediator in the effect of assigned goal on personal goal and task performance. *Journal of Applied Psychology*, *73(3)*, 410-420. https://doi.org/10.1037/0021-9010.73.3.410

1. Meyer, J.P., Schacht-Cole, B., & Gellatly, I.R. (1988). An examination of the cognitive mechanisms by which assigned goals affect task performance and reactions to performance. *Journal of Applied Social Psychology*, *18*, 390-408. https://doi.org/10.1111/j.1559-1816.1988.tb00024.x

Books

Colquitt, J.A., LePine, J.A., Wesson, M.J., Gellatly, I.R. & Kabat-Farr, D. (2025). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 6th Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited

Colquitt, J.A., LePine, J.A., Wesson, M.J., & Gellatly, I.R. (2022). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 5th Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

Colquitt, J.A., LePine, J.A., Wesson, M.J., & Gellatly, I.R. (2019). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 4th Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

Colquitt, J.A., LePine, J.A., Wesson, M.J., & Gellatly, I.R. (2016). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 3rd Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

Colquitt, J.A., LePine, J.A., Wesson, M.J., & Gellatly, I.R. (2013). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 2nd Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

Colquitt, J.A., LePine, J.A., Wesson, M.J., & Gellatly, I.R. (2010). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 1st Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

Industry Reports

2025 Lefsrud, L.M., Sattari, F. Gellatly, I.R., Wasel, C., Charuvil Elizabeth, R.M., Abdolmaleki, A., Jones, S., & O'Neill, T. (2025). *Final Report for Creative Sentencing: Building Resilience into Safety Management Systems: Precursors and Controls to Reduce Serious Injuries and Fatalities (SIFs).* April 15th 2025 for Investigations, Alberta Labour, 75 pp. https://doi.org/10.7939/82144

2025 Wilkins, J., Jones, S., O'Neill, T., Lefsrud, L.M., Gellatly, I.R., & Sattari, F. (2025). *Creating Resilience in Safety Management Systems to Reduce Serious Incident and Fatalities (SIFs).* July 9th 2025 for WorkSafeBC, Vancouver, British Columbia.

2024 Lefsrud, L.M., Sattari, F. Gellatly, I.R., Wasel, C., Charuvil Elizabeth, R.M., Abdolmaleki, A., Jones, S., & O'Neill, T. (2024). *Interim Report for Creative Sentencing: Building Resilience into Safety Management Systems: Precursors and Controls to Reduce Serious Injuries and Fatalities (SIFs).* April 16th 2024 for Investigations, Alberta Labour, 63 pp. https://doi.org/10.7939/r3-18z0-t593

Peer-Reviewed Conference Presentations

2026 McLarnon, M.J.W., Arnold, K.A., Connelly, C.E., Hancock, A.J., Gellatly, I.R., & Walsh, M.M. (2026). Daily leadership: Coping methods and the role of regret and happiness. Paper presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, LA, April.

Jones, S.K., Huray, L.L., O'Neill, T., Wilkins, J., Gellatly, I.R., & Lefsrud, L. (2026). Experiences of leadership from high-risk mining: The voice of frontline workers. Paper presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, LA, April.

Luria, G., Curiel-Luria, A., Arazy, O., & Gellatly, I.R. (2026). Virtual organizational climate in technology-mediated work: Conceptualization and measurement. Paper presented at the 86th annual meeting of the Academy of Management, Philadelphia, PA, August.

2025 McLarnon, M.J.W., & Gellatly, I.R. (2025). Leading with an edge: Can transformational leaders *also* be abusive? Paper presented at the 40th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Denver, CO, April.

Wang, G., Paik, M., Palmer, J.C., Deng, Y., & Gellatly, I.R. (2025). Does leader political correctness matter to follower work outcomes. Paper presented at the 85th annual meeting of the Academy of Management, Copenhagen, DK, July.

Wilkins, J., Jones, S., O'Neill, T., Gellatly, I., Lefsrud, L., & Sattari, F. (2025). Creating safer workplaces: The role of human and organizational factors in serious injuries and fatalities (SIFs). Paper presented at the 69th annual meeting of the Human Factors and Ergonomics Society (ASPIRE 2025). Chicago, IL. October.

2024 Bonaccio, S., Connelly, C.E., Gellatly, I.R., & McLarnon, M.J.W. (2024). Who do managers decide to accommodate? The case of employees with and without disabilities. Paper presented at the 84th annual meeting of the Academy of Management, Chicago, IL, August.

Gellatly, I.R., & Jing, E.L. (2024). Profiles of organizational commitment: Implications for work relationships. Paper presented at the 84th annual meeting of the Academy of Management, Chicago, IL, August.

2023 Connelly, C.E., Gellatly, I.R., & Arazy, O. (2023). Knowledge sharing AND hiding: Insights from latent profile analysis. Paper presented at the 21st annual meeting of the European Association of Work and Organizational Psychology, Katowice, Poland, May.

Hancock, A.J., Venz, L., A.J., Arnold, K.A., Walsh, M.M., Connelly, C.E., & Gellatly, I.R. (2023). Improv(ing) mindful communication: Results of a pilot intervention study. Paper presented at the 21st annual meeting of the European Association of Work and Organizational Psychology, Katowice, Poland, May.

Connelly, C. E., Bonaccio, S., Gellatly, I.R., Walker, S., & Ho, J.A., (2023). Cold but competent? The effect of stereotype-inconsistent behavior on the feedback provided to employees with disabilities. Paper presented at the 83rd annual meeting of the Academy of Management, Boston, MA, August.

2022 Jing, E.L., Gellatly, I.R., & Moore, S.G. (2022). Effect of leader mistreatment on performance: Attachment state and affective arousal. Paper presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Seattle, WA, April.

Jing, E.L., Lefsrud, L., & Gellatly, I.R. (2022). Commitment in action: How different forms of union commitment develop and influence union activism. Paper presented at the 5th Commitment Conference, Ohio State University, Columbus, OH, August

McLarnon, M.J.W., Gellatly, I.R., Richards, D.A., & Arazy, O. (2022). Knowledge sharing processes across employee attachment configurations. Paper presented at the 82nd annual meeting of the Academy of Management, Seattle, WA, August.

2021 McLarnon, M.J.W., Gellatly, I.R., & Lefsrud, L. (2021). A pattern-oriented approach to safety climate: An empirical example. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, April.

Connelly, C.E., Bonaccio, S., & Gellatly, I.R. (2021). Informal accommodations for employees with disabilities: i-deal or no i-deal? Paper presented at the 81st annual meeting of the Academy of Management, Philadelphia, August.

2020 McLarnon, M.J.W., Gellatly, I.R., Richards, D.A., & Arazy, O. (2020). Knowledge sharing and employee attachment: A person-centered approach. Paper was to be presented at the 80th annual meeting of the Academy of Management, Vancouver, August. (Symposium session cancelled due to COVID health pandemic)

Connelly, C.E., Bonaccio, S., & Gellatly, I.R. (2020). Decisions to provide informal accommodations to employees with disabilities: Need or social exchange? Paper was to be presented at the 80th annual meeting of the Academy of Management, Vancouver, August. (Symposium session cancelled due to COVID health pandemic)

2019 Ho, J., Bonaccio, S., Gellatly, I.R., & Connelly, C.E. (2019). Facilitators and hindrances to successful job carving for individuals with disabilities. Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Washington, April.

Connelly, C.E., Bonaccio, S., & Gellatly, I.R. (2019). The effects of managerial biases on the quality of feedback provided to employees with disabilities. Paper presented at the 79th annual meeting of the Academy of Management, Boston, August.

Inness, M., Jing, L., & Gellatly, I.R. (2019). In love and insecure: Workplace drinking and aggression. Paper presented at the 79th annual meeting of the Academy of Management, Boston, August.

Jing, L., Gellatly, I.R., & Inness, M. (2019). Can mistreated employees feel commitment towards their organization? Paper presented at the 79th annual meeting of the Academy of Management, Boston, August.

Arnold, K.A., Connelly, C.E., Gellatly, I.R., Amanda J. Hancock, A.J., & Walsh, M.M. (2019). A theoretical model describing how and when leader stress in middle managers predicts destructive leadership behavior. European Association of Work and Organizational Psychology, Small Group Meeting: Leadership and Health/Well-Being, University of Exeter, Devon, UK, June.

2018 Ho, J., Bonaccio, S., Gellatly, I.R., & Connelly, C.E. (2018). Disabilities and job carving: A thematic analysis of facilitators and hindrances. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Chicago, April.

Hancock, A.J., Walsh, M.M., Arnold, K.A., & Connelly, C.E., & Gellatly, I.R. (2018). Leadership, commitment and turnover intentions: The moderating role of employee vulnerability. Paper presented at the 18th annual meeting of the European Academy of Management, Reykjavick, Iceland, June.

McLarnon, M. J. W., Gellatly, I. R., Richards, D. A., & Arazy, O. (2018). Attachment and knowledge sharing: A person-centered moderated-mediation model. Paper presented at the 29th Annual Meeting of the International Congress of Applied Psychology, Montreal, QC, June.

Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A., & Connelly, C.E. (2018). Transform or under perform? The good and bad sides of leadership behaviour. Paper presented at the 78th

annual meeting of the Academy of Management, Chicago, August.

Jetha, A., Bonaccio, S., Connelly, C.E., Fisher, S. Forwell, S., Gellatly, I.R., Gignac, M., & Tucker, S. (2018). Perfect Strangers: Benefits and barriers in the collaboration of researchers in the field of occupational health and human resource management. Paper presented at the annual conference of the Canadian Association for Research on Work and Health. Vancouver, October.

2017 Han, Q., Jennings, J.E. & Gellatly, I.R. (2017). Dominant group member acculturation, cultural value distance, and organizational commitment: Evidence from the United States and China. Paper presented at the annual meeting of the Academy of International Business, Dubai, UAE, July.

2016 Feeney, J.R., Gellatly, I.R., Goffin, R.D., & Inness, M. (2016). Measuring attachment to the organization. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Anaheim, April.

Raoufi, M., Fayek, A.R., & Gellatly, I.R. (2016). A fuzzy aggregation method for measuring construction crew motivation. Paper presented at the annual meeting of the Construction Research Congress, San Juan, Puerto Rico. May.

Arnold, K.A., Connelly, C.E., Gellatly, I.R., Withey, M.J., & Walsh, M.M. (2016). Leader burnout and role demands: A pattern-oriented approach. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, August.

2015 Bonaccio, S., Connelly, C.E., Gellatly, I.R., & Martin-Ginis, K.A. (2015). Employment barriers for individuals with physical disabilities: An interactionist perspective. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Philadelphia, April.

Gellatly, I.R., Inness, M., Zhang, G., & Hedberg, L.M. (2015). Another look at Meyer and Herscovitch's (2001) behavior-latitude proposition. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Philadelphia, April.

Withey, M.J., & Gellatly, I.R. (2015). Organizational structure, situational strength and employee commitment: Test of a process model. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, August.

Walsh, M.M., Arnold, K.A., Connelly, C.E., Withey, M.J., & Gellatly, I.R. (2015). Leadership profiles: Conceptual and methodological advantages of a leader-centered model of management behaviour. Paper presented at the 43rd annual meeting of the Administrative Sciences Association of Canada, Halifax, June.

Wilson, N., Inness, M., & Gellatly, I.R. (2015). On-the-job alcohol use and treatment intentions: Examining individual and workplace predictors. Presented at the 1st Annual Research Conference of the Centre for Effective Business Management of Addiction. University of Alberta, March.

Inness, M., Gellatly, I.R. & Zhang, G. (2015). Substance use and workplace aggression: The

impact of continuance commitment and job love. Presented at the 1st Annual Research Conference of the Centre for Effective Business Management of Addiction. University of Alberta, March.

2013 Ahn, S., Hwang, S., Lee, S., Gellatly, I.R., & Park, M. (2013). Dynamic analysis of attendance behavior within construction crews. Paper presented at the 5th annual meeting of the International Conference on Construction Engineering and Project Management, Anaheim, January.

Gellatly, I.R., & Withey, M.J. (2013). Profiles of organizational commitment: Implications for perceived constraint and voluntary work behavior. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Houston, April.

Ahn, S., Gellatly, I.R., Lee, S., & Fayek, A.R. (2013). Survey of social factors of construction workers' absence behavior. Paper presented at the 4th annual conference of the Canadian Society for Civil Engineering, Montreal, May.

2011 O'Neill, T., Goffin, R.D., & Gellatly, I.R. (2011). Do supervisor ratings of employee performance reflect actual job performance? Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Chicago, April.

Gellatly, I.R., Goffin, R.D., & Feeney, J.R. (2011). Are anxious employees committed employees? Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Chicago, April.

Gellatly, I.R., & Withey, M.J. (2011). Feeling enabled and situational strength. Paper presented at the 71st annual meeting of the Academy of Management, San Antonio, August.

Withey, M.J., & Gellatly, I.R. (2011). Do employees feel enabled in strong situations? Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Montreal, July.

2010 Gellatly, I.R., & Goffin, R.D. (2010). The interaction of test anxiety and personality on employee commitment. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Atlanta, April.

Currie, L.G., Gellatly, I.R., & Cummings, G. (2010). Foci of identification in organizations: An examination of internal and external relations. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Regina, May.

2009 Withey, M.J., & Gellatly, I.R. (2009). Employee responses to trust: The moderating role of bureaucratic structure. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, April.

O'Neill, T., Goffin, R.D., & Gellatly, I.R. (2009). Test-taking motivation and the validity of

personality testing. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, April.

Gellatly, I.R., & Allen, N.J. (2009). Group absence, dissimilarity, and individual absence behavior. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New Orleans, April.

O'Neill, T., Goffin, R.D., & Gellatly, I.R. (2009). The teamwork knowledge, skills, abilities test: Its validity and psychometric properties. Paper presented at the 117th annual meeting of the American Psychological Association, Toronto, August 6-9.

AbouRizk, H., Lee, S. Gellatly, I.R., & Favek, A.R. (2009). Applying computer simulation technology to study employee withdrawal behaviours within the construction industry. Paper presented at the 16th annual meeting of the Canadian Construction Research Forum, Banff, August 9-11.

2008 Hunter, K.H., & Gellatly, I.R. (2008). Perceived organizational support and organizational citizenship behaviour: A motivational process model. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, May.

Rivard, A., Hollis, H., Gellatly, I.R. & Warren, S. (2008). Exploring the frontiers of continuing professional development. Paper presented at the annual conference of the Canadian Association of Occupational Therapists, Whitehorse, June.

Sharaf, K., Major, P., Flores-Mir, C. Varnhagen, C., & Gellatly, I.R. (2008). Personality and performance: An examination of orthodontic assistants. Paper presented at the annual meeting of the International Association of Dental Research, Toronto, July.

2007 Patterson, R., Gellatly, I., Arazy, O., and Jang, S. (2007). The effects of wiki characteristics on performance quality: The role of user motivations. Paper presented at the 17th annual Workshop on Information Technologies and Systems (WITS). Montreal, December.

Gellatly, I.R., Hunter, K.H., Luchak, A.A., & Meyer, J.P. (2007). Predicting commitment profile membership from perceived organizational support and autonomy. Paper presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), New York, April.

Withey, M.J., & Gellatly, I.R. (2007). Another look at the effect of organizational structure on employee responses: What is the role of trust? Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Ottawa, June.

Hunter, K.H., & Gellatly, I.R. (2007). Behavioural norms as a moderator of the relationship between affective commitment and discretionary citizenship behaviour. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Ottawa, June.

2006 Powell, D.M., Goffin, R.D., & Gellatly, I.R. (2006). Broad versus narrow traits: Advantages for adverse impact against women. Paper presented at the 21st annual meeting of the Society for

Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Dallas, May.

Gellatly, I.R., Meyer, J.P., & Luchak, A.A. (2006). The effects of affective and continuance commitment on self-efficacy, performance valence, and task performance: Test of a cognitive process model. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Banff, June.

Rivard, A., Hollis, V., Gellatly, I.R., & Warren, S. (2006). Restructured practice environments and continuing professional development in occupational therapy. Paper presented at the annual meeting of the Canadian Association of Occupational Therapists, Montréal, June.

Rivard, A., Hollis, H., Gellatly, I.R., & Warren, S. (2006). Current health care environments and professionalism in occupational therapy. Paper presented at the World Federation of Occupational Therapists scientific congress. Sydney, Australia, June.

Luchak, A.A., Pohler, D., & Gellatly, I.R. (2006). When do employees retire? The effects of employee commitment on retirement plans. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, August.

Querengesser, L., Hunter, K.H., Gellatly, I.R., Marrie, T.J. (2006). Predicting turnover intentions of academic physicians from work environment characteristics, demographics, and organizational commitment in four Canadian Departments of Medicine. Paper presented at the Canadian Administrators of Medicine, Pediatrics and Surgery, October.

2005 Gellatly, I.R., Hunter, K.H., Irving, P.G. (2005). HRM practices, organizational commitment and behavior: Test of a process model. Paper presented at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii, August.

Withey, M.J., Gellatly, I.R., & Miller, D.L. (2005). A multidimensional model of situation strength and its relationship to organizational attachment. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Toronto, June.

Luchak, A.A., Hunter, K.H., & Gellatly, I.R. (2005). The influence of perceived HR practices on employees' organizational commitment profiles. Paper presented at the annual meeting of the Canadian Industrial Relations Association, London, June.

2004 Gellatly, I.R., Meyer, J.P., & Luchak, A.A. (2004). Organizational commitment and behavior: It's the nature of the commitment profiles that count! Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Chicago, April.

Luchak, A.A. & Gellatly, I.R. (2004). Hirschman revisited: It's the nature of the attachment that counts. Paper presented at the annual meeting of the Canadian Industrial Relations Association, Winnipeg, June.

2003 Irving, P.G., Gellatly, I.R., & Montes, S. (2003). Direct measures of psychological contract breach/violation: A cautionary note. Paper presented at the 18th annual meeting of the Society for

Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Orlando, April.

Gellatly, I.R., & P.G. Irving (2003). Perceived obligations to the organization and organizational commitment: A case of concept redundancy? Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, June 14-17.

Miller, D.L. & Gellatly, I.R. (2003). Test of climate predictors of feedback seeking and performance intentions. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, June 14-17.

Withey, M.J., Annett, M., & Gellatly, I.R. (2003). Situational strength as a moderating variable on the relationship between personality and behaviour. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, June 14-17.

2002 Irving, P.G., & Gellatly, I.R. (2002). Trust and social exchange in psychological contract-performance relations. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Toronto, April.

2001 Irving, P.G., & Gellatly, I.R. (2001). Psychological contracts and performance: The role of social exchange. Paper presented at the 61st annual meeting of the Academy of Management, Washington, D.C., August.

Gellatly, I.R., & Luchak, A.A. (2001). Commitment and propensity to withhold effort: Evidence for interaction effects. Paper presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), San Diego, April.

1999 Gellatly, I.R., & Irving, P.G. (1999). The moderating role of perceived autonomy on personality-performance relations within a public-sector organization. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Saint John, June.

Withey, M.J., & Gellatly, I.R. (1999). Exit, voice, loyalty and neglect: Assessing the influence of prior effectiveness and personality. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Saint John, June.

Withey, M.J., & Gellatly, I.R. (1999). Development of a measure of situational strength: Implications for personality research. Paper presented at the International Conference of the Academy of Business Administration, England, July.

1998 Withey, M.J., & Gellatly, I.R. (1998). Situational and dispositional determinants of exit, voice, loyalty and neglect. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Saskatoon, June.

Gellatly, I.R., & Goffin, R.D. (1998). Self, supervisor and peer judgments of organizational commitment. Paper presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Dallas, April.

1996 Gellatly, I.R. (1996). The effects of personal and work-group characteristics on perceived absence norms. Paper presented at the 11th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), San Diego, April.

Gellatly, I.R. (1996). Dispositional determinants of task performance: Focus on the big five factor of conscientiousness. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Montreal, May.

Luchak, A.A., & Gellatly, I.R. (1996). Employer-sponsored pensions and employee commitment. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Montreal, May.

Withey, M.J., & Gellatly, I.R. (1996). The effect of situational and personality factors on exit, voice, loyalty, and neglect. Paper presented at the Global business trends conference of the Academy of Business Administration, Acapulco, Mexico, December.

1995 Luchak, A.A., & Gellatly, I.R. (1995). Employee absenteeism and collective voice: A critique of the exit-voice framework and sources of integration with behavioral research. Paper presented at the annual meeting of the Industrial Relations Research Association. Washington, D.C., January.

1994 Gellatly, I.R., & White, J.P. (1994). Predictors of employee absenteeism in a hospital setting. Paper presented at the annual meeting of the Academy of Management, Dallas, August.

Gellatly, I.R., Luchak, A.A., & White, J.P. (1994). Perceptions of interactional justice among hospital employees: Implications for attendance control. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, June.

Luchak, A.A., & Gellatly, I.R. (1994a). Union impact on absenteeism: A review and critique of the literature. Paper presented at the annual meeting of the Canadian Industrial Relations Association, Calgary, June.

Luchak, A.A., & Gellatly, I.R. (1994b). The effects of regulatory characteristics on apprenticeship training. Paper presented at the annual meeting of the Canadian Industrial Relations Association, Calgary, June.

Luchak, A.A., & Gellatly, I.R. (1994c). The effects of trade characteristics on apprenticeship training. Paper presented at the annual meeting of the Atlantic School of Business, Halifax, November.

1993 Gellatly, I.R. & White, J.P. (1993). The effects of work group norm and organizational commitment on employee absenteeism: A cross-level analysis. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Lake Louise, May.

1992 Goffin, R.D., Gellatly, I.R., Paunonen, S.V., Jackson, D.N., & Meyer, J.P. (1992). Some

unexpected findings in the comparison of performance rating formats. Paper presented at the 7th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Montreal, May.

Weiss, R.J., & Gellatly, I.R. (1992). Effects of goals and norms on an interdependent bargaining task. Paper presented at the annual meeting of the Canadian Psychological Association, Quebec City, June.

1991 Gellatly, I.R., & Meyer, J.P. (1991). The effect of goal setting on heart rate, cognition, and behavior: A laboratory experiment. Paper presented at the annual meeting of the Academy of Management, Miami, August.

1990 Gellatly, I.R., & Meyer, J.P. (1990). Determinants of goal choice: Meta-analysis and test of a causal model. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, June.

1989 Meyer, J.P., Allen, N.J., & Gellatly, I.R. (1989). Links between affective and continuance commitment to the organization. Paper presented at the annual meeting of the American Psychological Association, New Orleans, August.

1988 Gellatly, I.R., Goffin, R.D., Paunonen, S.V., Meyer, J.P., & Jackson, D.N. (1988). Predictors of job performance in first-line managers in the food service industry. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, June.

1987 Meyer, J.P., & Gellatly, I.R. (1987). Perceived performance norm as a mediator in the goal setting effect. Paper presented at the annual meeting of the American Psychological Association, New York, August.

1986 Gellatly, I.R., & Meyer, J.P. (1986). Effects of assigned goal difficulty on task performance: Test of a cognitive mediation model. Paper presented at the annual meeting of the Canadian Psychological Association, Toronto, June.

1985 Gellatly, I.R., & Meyer, J.P. (1985). Low power bargainers' reaction to unilateral threat within either a cooperative or a competitive context. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, June.

Invited Presentations

2025 Gellatly, I.R. (2025). *An Introduction to Person-Oriented Analytic Strategies: Implications for Organizational Behavior Research*. DeGroote School of Business, McMaster University. February 5th 2025

2023 Gellatly, I.R. (2023). *An Introduction to Person-Oriented Analytic Strategies: Implications for Organizational Behavior Research*. DeGroote School of Business, McMaster University. October 4th 2023

2019 Lefsrud, L. & Gellatly, I.R. (2019). *Hidden Hazards and Blind Spots: Equipping your Organization to Better see the Unforeseen*. Construction Owners Association of Alberta (COAA)

Best Practices Workshop, May 8th 2019, Edmonton, Alberta.

2015 Dave Moncur (Vice President Human Resources Pepisco; presenter) and Ian Gellatly (Alberta School of Business; presenter). *Human Resources: Building a Culture of Execution in the Workplace*. Thought Leadership Conference, School of Retailing, Alberta School of Business. March 6th 2015

2013 Gellatly, I.R. (2013). *Profiles of Commitment: A New Approach In the Organizational Commitment Literature*. Goodman School of Business, Brock University, St. Catharines, Ontario. February 15th 2013

Cases

Gellatly, I.R. (2020). *Case: Flower2Vine Ltd.* Annual HRC West Case Competition: Grant MacEwan University, Edmonton

Rogers, B., & Gellatly, I.R. (2018). *Case: Millright Industries Ltd.* Annual HRC West Case Competition: Southern Alberta Institute of Technology, Calgary

Azim-Garcia, A., & Gellatly, I.R. (2015). *Case: Canadian Pacific Railway Ltd.: Management Conductor Training*. 2nd Annual HRC West Case Competition: Mount Royal University, Calgary.

Publications in Practitioner-Oriented Journals/Newspaper Articles

Gellatly, I.R. (2017). Assessing Job Performance: What and How? *The Lens: A Publication Gateway Association*, Volume 1, Issue 2, pp. 8-9.

Bonaccio, S., Connelly, C.E., Gellatly. I.R., & Martin-Ginis, K,A. (2015). The Experience of Employees with Disabilities. *Psynopsis: Canada's Psychology Magazine.* pp. 6-7 http://www.cpa.ca/Psynopsis/

Gellatly, I.R., & Martin-Ginis, K. (2015). Opinion: Time to See Beyond the Wheelchair. *Edmonton Journal,* January 5th 2015.

Nelson, I., & Gellatly, I.R.. (2014) "Please Stay Home": If Only It Were That Easy. *Human Connections*, Issue 19 (July). http://www.hria.ca/news-resources/humanconnections

Gellatly, I.R. (2014). The Orange Towel Rule. *Human Capital*, *16(2*), pp. 14-17.

Gellatly, I.R. (2001). Employee Retention: What Can You Do To Keep Good Employees? *Vendor*, *7*(3), pp. 8-9.

RESEARCH FUNDING

Grants and Research Contracts

2026 Gellatly, I.R. (2026-2027). Rethinking Leadership and Organizational Behaviour in the Digital Workplace. *University of Alberta Endowment Fund for the Future - Support for the Advancement of Scholarship (EFF-SAS)* Total project funding $5,000.00. ***Role: Principle Investigator***

2024 Hancock, A.J., Connelly, C.E., Arnold, K.A., Gellatly, I.R., Walsh, M.M., & Venz, L. (2024-2028). Leader Presenteeism: A Person-Centred Investigation of Well-Being and Performance. *Social Sciences and Humanities Research Council of Canada, Insight Grant 2024-2028* [#435-2024-0940]. Total project funding $182,622. ***Role: Co-Applicant***

2024 O'Neill, T.A., Behjat, L., Lefsrud, L. M., Grenier, S., Griffith, T., Gellatly, I. R., McLarnon, M. J. W., & Woodley, H. J. R. (2024-2029). The Future of Work is Hybrid: Engineering Team Success through Leadership. *Social Sciences and Humanities Research Council of Canada, Insight Grant* 2024-2029 [# 435-2024-0256]. Total project funding $196,200. ***Role: Co-Applicant***

2024 Lefsrud, L., O'Neill, T.A., Sattan, F., & Gellatly, I.R. (May 2024 to December 2025). Creating Resilience in Mining Management Systems to reduce Serious Incidents and Fatalities (SIFs). *Mitacs Accelerate* (Ref. IT40154), Partner Organizations: University of Alberta, University of Calgary, and the Alberta Mine Safety Association. Total Award: $180,000.00. ***Role: Collaborator***

2023 Gellatly, I.R., & Luchak, A.A. (2023-2026). Re-thinking EDI: Relational Coordination and the Implications for Management Practices. *Social Sciences and Humanities Research Council of Canada, Insight Grant 2023-2026* [# 435-2023-0287]. Total project funding $97,557: Year 1 (2023-2024) $18,152.00; Year 2 (2024-2025) $39,427.00; Year 3 (2025-2026) $39,978.00 ***Role: Principle Investigator***

2023 Gellatly, I.R. (2023-2026). *Faculty Research Fellowship* (Alex Hamilton Professor of Business). Total award: $30,000.00

2021 Mohamed, Y., AbouRizk, S.M., Fayek, A.R., Lefsrud, L.M., & White, L. (2021-2024). Enhancing Safety Management Systems Practices on Construction Projects: A Proactive Data-Driven Approach for Project Safety Planning and Control. *Natural Sciences and Engineering Research Council of Canada, Alliance Grants 2021-2024* (ALLRP 556989-20). Total project funding $540,000.00: Year 1 (2021-2022) $192,000.00; Year 2 (2022-2023) $174,000.00; Year 3 (2023-2024) $174,000.00. ***Role: Collaborator***

2020 Bonaccio, S., Connelly, C.E., & Gellatly, I.R. (2020-2024). Informal Accommodations as Social Exchange: Canadian Managers' Reactions to Employees with and without Disabilities. *Social Sciences and Humanities Research Council of Canada, Insight Grant 2020-2023* [# 435-2020-0270]. Total project funding $170,463.00. ***Role: Co-Applicant***

2019 Arnold, K.A., Connelly, C.E., Gellatly, I.R., & Walsh, M.M. (2019-2023). Stress and Destructive Leadership: Causes, Conditions, and the Mitigating Role of Mindfulness. *Social Sciences and Humanities Research Council of Canada, Insight Grant 2019-2023* [# 435-2019-0312]. Total project funding $184,657.00: *Year 1 (2018-2019) $43,005.00; Year 2 (2019-2020) $14,334.00;*

Year 3 (2020-2021) $40,041; Year 4 (2021-2022) $44,178.00; and Year 5 (2022-2023) $43,099. ***Role: Co-Applicant***

2019 O'Neill, T. Raver, J., Gellatly, I.R., Tasa, K., Donia M., McLarnon, M.J.W., & Hastings, S. (2019-2024). Conflict Profiles in Organizational Work Teams: A New Frontier. *Social Sciences and Humanities Research Council of Canada, Insight Grant 2019-2024* [# 435-2019-0333]. Total project funding $238,115.00: *Year 1 (2018-2019) $40,223.00; Year 2 (2019-2020) $0.00; Year 3 (2020-2021) $48,973; Year 4 (2021-2022) $48,973.00; Year 5 (2022-2023) $49,973; and Year 6 (2023-2024) $49,973.00.* ***Role: Collaborator***

2018 Gellatly, I.R. (2018-2019). The Implications of Leadership Style-Patterns for People with Disabilities in the Workplace*. University of Alberta Endowment Fund for the Future - Support for the Advancement of Scholarship (EFF-SAS)* Total project funding $6,000.00. ***Role: Principle Investigator***

2018 Gellatly, I.R. (2016-2018). Disabled Employees in Context: An Examination of Individual, Social/Work Unit, and Organizational Factors. *Social Sciences and Humanities Research Council of Canada, Partnership Grant* [# 895-2013-1021]. Total project funding $17,100.00: *Year 1 (2016-2017) $8,400.00; Year 2 (2017-2018) $8,700.00.* ***Role: Principle Investigator***

2014 Arbour, K.P., Borisoff, J.F., Beauchamp, M.R., Bassett-Gunter, R.L., Bonaccio, S., Bray, S.R., Connelly, C.E., Chaudhury, H., Côté, J., Demers, L., Eng, J., Gellatly, I.R., Gignac, M.A.M., Horrocks, J., Latimer, A.E., Martin-Ginis, K.A., McBride, C.B., McColl, M.A.H., Mortenson, W.B., Miller, W.C., Noreau, L., Rimmer, J.H., Routhier, F., Smith, B.M., Sweet, S.N., Tucker, S.M. (2014). Enhancing community participation in Canadians with physical disabilities: development, implementation and evaluation of a partnered strategy. *Social Sciences and Humanities Research Council of Canada, Partnership Grant 2014-2021* [# 895-2013-1021]. The total award was $2,643,997. Yearly allocations are as follows: 2013-2014 ($223,815); 2014-2015 ($468,933); 2015-2016 ($487,271); 2016-2017 ($439,834); 2017-2018 ($384,508); 2018-2019 ($424,232); 2019-2020 ($215,404). The principal investigator for this project is Dr. Kathleen A. Martin-Ginis at the University of British Columbia, Kelowna. In each of the seven years, yearly allocations will be distributed, roughly equally, across three research teams. I am part of the employment team, which consists of following five researchers: Silvia Bonaccio, Catherine Connelly (team leader), Ian Gellatly, Monique Gignac, and Sean Tucker. ***Role: Collaborator***

STATEMENT ACKNOWLEDGING CDPP AND SSHRC FUNDING SUPPORT ON PAPERS: This work was supported by a Partnership Grant from the Social Sciences and Humanities Research Council of Canada (grant number 895-2013-1021) for the Canadian Disability Participation Project (www.cdpp.ca).

2013 Gellatly, I.R. & Inness. M.L. (2013). Building Psychologically Safe Work Environments: Another Look at Workplace Culture and Its Effect on Additional Behavior and Mental Health. *Centre for Effective Business Management of Addiction Treatment (CEBMAT)*. $80,000.00. ***Role: Principle Investigator***

Arazy, O. (2013). Wiki DNA: Uncovering the Patterns of Online Collaboration. *Social Sciences and Humanities Research Council of Canada, Insight Grant.*[#435-2013-0624] The total award was $363,591.00 [$59,782.00 for year one (2013-14); $91,202.00 for year two (2014-15);

$85,663.00 for year three (2015-16); $72,027.00 for year four (2016-17); and $54,917.00 for year five (2017-18)]. ***Role: Collaborator***

2009 Gellatly, I.R., Robinson-Fayek, A., & Lee, S. (2009). Social Influence, Feedback and Employee Absenteeism: An Application of System Dynamics. *Social Sciences and Humanities Research Council of Canada* [#410-2009-2654]. $107,875.00 [$36,625.00 for year one (2009-10), and $35,625.00 for year two (2010-11), and $35,625.00 for year three (2011-12)]. This is joint project with the Faculty of Engineering, University of Alberta (SangHyun Lee and Aminah Robinson Fayek are professors in the area of Civil and Environmental Engineering). ***Role: Co-Applicant*** (had to assume the role of PI when SangHyun Lee took a position in the USA)

2007 Gellatly, I.R. (2007). Employee Commitment in Context: The Effects of Within-Person and Between-Person Context on One's Experience and Expression of Workplace Commitment. *Social Sciences and Humanities Research Council of Canada* [#410-2007-1256]. $58,506.00 [$20,412.00 for year one (2007-08), and $21,760.00 for year two (2008-09), and $16,334.00 for year three (2009-10)]. ***Role Principle Investigator***

2004 Gellatly, I.R. (2004). The Effects of HR Practices on Organizational Commitment and Work Behaviour. *J.D. Muir Fund, School of Business, University of Alberta*. $5,100.00

Gellatly, I.R. (2004). Impact of implementing an Alternate Funding Plan (AFP) in a Department of Medicine on Commitment, Job Perception and Work Behaviour of Academic Physicians. *University of Alberta Research Contract (Alberta Health and Wellness No. 009026)*. $21,737.00.

2001 Gellatly, I.R., & Goffin, R.D. (2001). The Development of Human Resource Practices at Syncrude Canada Ltd.: Pre-Employment Testing Research Project." *University of Alberta Research Contract (Syncrude No. E3353).* $40,000.00. ***Role Principle Investigator***

2000 Gellatly, I.R. (2000). Personal and Organizational Determinants of Contextual Performance. *Social Sciences and Humanities Research Council of Canada.* $60,680.00 [#410-2000-1388]. ***Role Principle Investigator***

1999 Gellatly, I.R. (1999). HR Best-Practice Innovations. *J.D. Muir Fund, School of Business, University of Alberta*. $5,000.00

1998 Gellatly, I.R. (1998). Predicting EVLN responses. *University of Lethbridge Research Fund Award (ULRF).* $1,350.00

1994 Gellatly, I.R. (1994). Advances in Goal Setting Research. *University of Lethbridge Research Fund Award (ULRF).* $1,500.00

1992 Gellatly, I.R. (1992). Attendance Control Study. *Memorial University of Newfoundland, Faculty of Business Administration: Associates Research Fund*. $2,500.00

TEACHING ACTIVITY

University of Alberta Courses (Designed and Delivered):

Undergraduate (B.Com) Level
- Organizational Behaviour (SEM 301; SEM 322)
- Human Resources Management (SEM 311)
- Staffing (SEM 415)
- Strategic Compensation (SEM 416)

Graduate (MBA) Level
- Managing People (SEM 500)
- Leading People (SEM 501)

Graduate (Ph.D.) Level
- Seminar in Organizational Behaviour (SEM 702)

Executive Development
- Strategic Human Resources Management and Teamwork

Student Coaching/Mentoring (2006 to present)

Since the mid-2000s, I have been involved with HRC West, an annual case competition in human resources. My role has either been as a coach/co-coach for the University of Alberta team or as a case writer. HRC West provides undergraduate students a chance to demonstrate their knowledge in HR and compete against other teams in western Canada. The tournament is sponsored, in part, by CPHR Alberta.

Course Descriptions and Evaluations Available Upon Request

SERVICE

Academic Service: External

Associate Editor
Journal of Personnel Psychology (2014-2019)

Editorial Boards
Journal of Applied Psychology (2008-present; renewed for Jan 1st 2026 to Dec 31st 2027)
Journal of Personnel Psychology (2012-2019)
Journal of Organizational Behavior (2012-2019)

Ad-Hoc Editorial Reviewer: 1998-present (Scholarly Journals; listed alphabetically)
Canadian Journal of Administrative Sciences
Canadian Journal of Behavioural Sciences
Critical Perspectives on Accounting
European Journal of Work and Organizational Psychology
Journal of Applied Psychology
Journal of Personnel Psychology
Journal of Management Inquiry
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Vocational Behavior
Human Performance
Human Relations
Human Resource Management
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Personnel Psychology
Psychological Bulletin
Relations Industrielles/Industrial Relations
Work and Stress

Ad-Hoc Reviewer: 1998-present (Conferences)
Academy of Management; Administrative Sciences Association of Canada; Society of Industrial and Organizational Psychology

Ad-Hoc Reviewer: 1998-present (Grant Applications)
Social Sciences and Humanities Research Council

External Reviewer (Ph.D. Dissertations; Tenure applications)

Awards
2011 Outstanding Reviewer Award, *Academy of Management 2011* (Organizational Behavior)
2009 Outstanding Reviewer Award, *Canadian Journal of Administrative Sciences*.

Membership in Academic Societies: 1998-present (listed alphabetically)
American Psychological Association
Academy of Management
Society for Industrial and Organizational Psychology

Academic Service: Internal Committees (1998 to present)

SSHRC Doctoral Competition Review Sub-committee 2 (Fall Term 2025). University-level committee to review, evaluate, and rank-order @50 award proposals. The sub-committee included the following faculty: Ann McDougall (chair), Ian Gellatly, Runjuan Liu, Erin Sutherland, Stefano Muneroni.

Ph.D. Policy Committee (1999-2010). My primary committee work within the School of Business has been on this committee, serving as the area representative for the HR/IR major from 1999 to June 2010.

General Faculties Council. School of Business Representative (Term 2009-2012)

Search Committees. (SMORG; Marketing)

Visiting Speaker Committee (SMORG; Term 2014-2016)

Undergraduate Policy Committee (Alberta School of Business; Term 2016-2018)

Professional Service

Professional Designation: Since October 31st, 2000, I have been certified by the Chartered Professionals in Human Resources of Alberta (Alberta CPHR) to use the designation *Chartered Professional in Human Resources* (Certificate # 6793). Due to a role change within the school, I voluntarily resigned from CPHR Alberta, effective December 30th 2018.

> ***Note: As of May 2017, the HRIA (Human Resources Institute of Alberta) underwent a name change to Chartered Professionals in Human Resources of Alberta (Alberta CPHR).***

HRIA Standards Advisory Committee 2013-2014 (appointed July 2013). The Standards Advisory Committee is responsible for recommending to the Board, policies, architecture, guidelines and optional assessment tools in support of the Provincial Association HR Certification processes and consistent with the Provincial Consensus agreement of the CCHRA.

HRIA Editorial Committee 2014 (appointed October 2013)

HRIA Editorial Committee 2015 (appointed November 2014)

CPHR Accreditation Committee 2016-2017 (appointed March 2016)

Chartered Professionals in Human Resources of Canada (CPHRC). 2006-2010. During this period I served as a volunteer member of National Professional Practice Assessment Exam Panel (representing Alberta CPHR). This committee is charged with evaluating and generating item

content for the NPPA exam – this is the final stage of certification to quality for the CPHR designation. We met twice a year in Toronto.

Service to Business, Industry, and Government (1998-present).

APEGA Volunteer (2012-2015). The Association of Professional Engineers and Geoscientists of Alberta (APEGA) is the professional association that regulates the practices of engineering and geoscience within the province. Since 2012, I have served on the Women In APEGA Committee this past year, in part, because they were tackling the tricky issue of retention of female professionals. On-going member of the *Metrics* sub-committee.

Health Canada (2005). Managerial perceptions of Human Resource Services: HR Roles, Priorities, and Needs survey. Project involved focus groups and a survey of line managers. (Yukon/BC Region)

Alberta Health and Wellness (2005). Impact of implementing an alternate funding plan on the job perceptions, organizational commitment, and behaviors of academic physicians. Survey involving four research sites: University of British Columbia, University of Alberta, University of Saskachewan, and University of Manitoba.

Department of Medicine, University of Alberta (2004). Staff survey: An assessment of job perceptions and work attitudes. Employee survey and feedback.

Health Canada (2004). Line manager's satisfaction with human resource service levels. An evaluation of the HR function, and learning needs analysis. Project involved focus groups and a survey of line managers. (Alberta/NWT Region)

Syncrude Canada Ltd. (2003). The development of human resource practices at Syncrude Canada Limited: Pre-employment testing research project. Covers work done from January 2000 through December 2002; Development and Validation of the Work Styles Measure (an extensive predictive validity study)

Caritas Health Group (2002). Personal and organizational determinants of sick-time utilization in three hospitals. Major employee survey, developed in conjunction with hospital administration and five union leaders (2000-2002).

University of Alberta, Human Resources (2001). Evaluated the effectiveness of an on-going reward and recognition program.

City of Leduc, Human Resources (2001). Conducted an evaluation of the Administrative Support Team (teambuilding process and stakeholder analysis). Designed and implemented a staff reward and recognition survey.

Syncrude Canada Ltd., Recruiting Team (2000). Quantitative and qualitative job analysis for six occupational groups: heavy equipment operators, plant operators; trades; engineers/engineering technologists; information technology; business/administrative employees.

University of Alberta, Human Resources (1999). Designed a reward and recognition survey to 400 APO staff.

City of Leduc, Human Resources (1999). Conducted an audit of the HR function and an evaluation of the corporation's recruitment and selection practices. This project involved two undergraduate HR majors.

University of Lethbridge, Centre for Management Solutions (1995-98). Served as a faculty advisor for several student-consulting projects co-ordinated through CMS. Throughout the year was available as a general resource person for students engaged in these activities (e.g., survey design, data analysis).

Team Assessment and Training (19978-1998). Designed and implemented an extensive teamwork assessment and training initiative for five organizations (Lethbridge Transit, City of Lethbridge Computing Services, Palliser Distillers, Charlton and Hill Ltd., and Rehabilitation Society of Southwestern Alberta).

City of Lethbridge, Human Resources (1996-1997). Designed and implemented an individual and organizational assessment of 80 administrative staff. Specific activities included co-ordinating a complex "360-degree" assessment (e.g., actual design, implementation, data analysis, preparing confidential individual reports, and facilitating feedback sessions) and conducting a series of focus groups to assess corporate training needs. Used assessment tools provided by the Centre For Creative Leadership.

Arbitration (1995). Served as chair of the Classification Appeal Board to arbitrate a reclassification dispute between the Lethbridge School District #51 and CUPE Local 2843, Lethbridge, Alberta

Training workshop on job evaluation methodology (1994). Lethbridge School District #51, Lethbridge, Alberta.

University of Lethbridge, Library and Media (1994). Conducted an audit of the existing performance appraisal system. Report and recommendations for change.

One-day workshop in work motivation for the Blood Tribe, Lethbridge, Alberta (1994).

Attendance Control (1992-93): Evaluation of organizational attendance control policies and monitoring systems in a hospital setting. Involved employee interviews, focus groups, and design and administration of an employee survey. London, Ontario.

Internship in I-O Psychology (1988; 1300 hours); Student internship served at Jackson Smye, Toronto, Ontario. Variety of projects that provided experience with job analysis, performance appraisal systems, strategic human resource planning, and teambuilding interventions.

Personnel Selection (1986-1987): Major project that involved the design and validation of a selection system for first-line managers in a national food-service firm. London, Ontario