

***Curriculum Vitae***  
(June 2023)

<b><u>Name</u></b>	Ian Robert Gellatly	
<b><u>Office</u></b>	4-21B Business Building Department of Strategy, Entrepreneurship and Management Alberta School of Business College of Social Sciences & Humanities University of Alberta Edmonton, Alberta, Canada, T6G 2R6  University Office: (780) 492-5823 Home Office: (780) 231-4951 Web <a href="https://apps.ualberta.ca/directory/person/gellatly">https://apps.ualberta.ca/directory/person/gellatly</a> Email <a href="mailto:ian.gellatly@ualberta.ca">ian.gellatly@ualberta.ca</a>	
<b><u>Education</u></b>	1991	Ph.D. (Industrial/Organizational Psychology)
	1986	M.A. (Applied Psychology)
	1984	B.A. (Honours Psychology)
		Western University London, Ontario, Canada
<b><u>Academic Appointments</u></b>		
2023-2026	Alex Hamilton Professor of Business, Alberta School of Business	
2018-2023	Department Chair	
1998-present	Department of Strategy, Entrepreneurship and Management 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 leadership, organizational commitment, employee motivation, 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 different 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 2010), 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 June 7<sup>th</sup> 2023. According to the criteria used by Google Scholar, my work has been cited 8,718 times (H-index = 26; i10-index = 38). Whereas the criteria used by Web of Science reports the number of total citations to be 2,240 citations (H-index = 21).

### **Peer-Reviewed Publications**

67. Jing, E.L., Gellatly, I.R., Feeney, J.R., & Inness, M. (2023). Social undermining and three forms of organizational commitment: The moderating mole of employees' attachment style. *Journal of Personnel Psychology*, 22(1), 31-42. <https://doi.org/10.1027/1866-5888/a000307>
66. 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>
65. 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>
64. 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>
63. 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>

62. Lefsrud, L., McLarnon, M.J.W., & Gellatly, I.R. (2021). A pattern-oriented approach to safety climate: An empirical example. *Safety Science*, 142. DOI for the online article is: <https://doi.org/10.1016/j.ssci.2021.105385>
61. 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>
60. Bonnacio, 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>
59. 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>
58. 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>
57. Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A., & Connelly, C.E. (2018). How do followers see their leaders and does it matter?: Insights from a person-centered analytic strategy. *Academy of Management Best Paper Proceedings*, Vol. 2018, Issue 1. <https://doi.org/10.5465/AMBPP.2018.235>.
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*. Northampton, MA: Edward Elgar Publishing Ltd. (pp. 195-207). [ISBN: 978 1 78471 173 3](https://doi.org/10.1017/9781107471173.013)
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. Arazy, O., & Gellatly, I.R. (2013). Corporate wikis: The effects of owners' motivation and behavior on group members' engagement. *Journal of Management Information Systems*, 29(3), 91-121. <http://doi.org/10.2753/MIS0742-1222290303>
  48. 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.
  47. Ahn, S., Hwang, S., Lee, S., Gellatly, I.R., & Park, M. (2013). Dynamic analysis of attendance behavior within construction crews. *Proceedings of the 5<sup>th</sup> International Conference on Construction Engineering and Project Management*. [https://www.researchgate.net/publication/336902179\\_Dynamics\\_Analysis\\_of\\_Attendance\\_Behavior\\_within\\_Construction\\_Crews](https://www.researchgate.net/publication/336902179_Dynamics_Analysis_of_Attendance_Behavior_within_Construction_Crews)
  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.oferaazy.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. Topolnysky'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](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](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. (2022). *Organizational Behaviour: Improving Performance and Commitment in the Workplace*. 5<sup>th</sup> 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*. 4<sup>th</sup> 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*. 3<sup>rd</sup> 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*. 2<sup>nd</sup> 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*. 1<sup>st</sup> Canadian Edition. Toronto, ON: McGraw-Hill Ryerson Limited.

### **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*. 2<sup>nd</sup> 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 5<sup>th</sup> 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.

### **Peer-Reviewed Conference Presentations**

- 2023 Connelly, C.E., Gellatly, I.R., & Arazy, O. (2023). Knowledge sharing AND hiding: Insights from latent profile analysis. Paper presented at the 21<sup>st</sup> annual meeting of the European Association of Work and Organizational Psychology, Katowice, Poland, May 24-27.
- 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 21<sup>st</sup> annual meeting of the European Association of Work and Organizational Psychology, Katowice, Poland, May 24-27.
- 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 83<sup>rd</sup> 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 5<sup>th</sup> 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 82<sup>nd</sup> 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 36<sup>th</sup> 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 81<sup>st</sup> 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 80<sup>th</sup> 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 80<sup>th</sup> 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 34<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 33<sup>rd</sup> 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 18<sup>th</sup> 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 29<sup>th</sup> 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 78<sup>th</sup> 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 31<sup>st</sup> 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 76<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 75<sup>th</sup> 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 43<sup>rd</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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 5<sup>th</sup> 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 28<sup>th</sup> 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 4<sup>th</sup> 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 26<sup>th</sup> 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 26<sup>th</sup> 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 71<sup>st</sup> 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 25<sup>th</sup> 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 24<sup>th</sup> 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 24<sup>th</sup> 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 24<sup>th</sup> 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 117<sup>th</sup> 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 16<sup>th</sup> 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 17<sup>th</sup> 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 22<sup>nd</sup> 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 21<sup>st</sup> 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 66<sup>th</sup> 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 65<sup>th</sup> 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 19<sup>th</sup> 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 18<sup>th</sup> 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 17<sup>th</sup> 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 61<sup>st</sup> 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 16<sup>th</sup> 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 13<sup>th</sup> 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 11<sup>th</sup> 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**

- 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 8<sup>th</sup> 2019, Edmonton, Alberta.
- 2015 Dave Moncur (Vice President Human Resources PepsiCo; 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 6<sup>th</sup> 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 15<sup>th</sup> 2013

## RESEARCH FUNDING

### Grants and Research Contracts

- 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. **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 CDPD 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](http://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)  
 Performance Management and Rewards (SEM 416)

#### Graduate (MBA) Level

Managing People (Organizational Behaviour and Management) (SEM 500)

#### 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 1<sup>st</sup> 2022 to Dec 31<sup>st</sup> 2024)

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)

Administrative Sciences Association of Canada

American Psychological Association

Academy of Management

Society for Industrial and Organizational Psychology

### **Academic Service: Internal Committees (1998 to present)**

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 31<sup>st</sup>, 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 (and less teaching), I voluntarily resigned from CPHR Alberta, effective December 30<sup>th</sup> 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 Saskatchewan, 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