

Dr. Michelle Inness
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EDUCATION

Doctor of Philosophy (Ph.D.) in Organizational Behavior (second major in Social Psychology); Queen's University School of Business, Kingston, Canada. Supervisor: Dr. Julian Barling, Canada Research Chair. Graduated in 2006.

Master of Arts (M.A.) in Social Psychology; University of Guelph, Guelph, Canada. Supervised by Dr. Serge Desmarais, Canada Research Chair. Graduated in 1998.

Bachelor of Science (B.Sc.) in Psychology (Honors: First Class); Saint Mary's University, Halifax, Canada. Graduated in 1996.

RESEARCH

Refereed Journal Articles

Hall, W., Schmader, T., Aday, A., Inness, M., Croft, E. (2018) Climate control: The relationship between social identity threat and cues to an identity-safe culture. *Journal of Personality and Social Psychology*, 115(3), 446-467. (Impact factor: 5.73)

Block, K., Hall, W., Schmader, T., Inness, M., Croft, E. (2018). Should I Stay or Should I Go? Women's Implicit Stereotypic Associations Predict Their Commitment and Fit in STEM. *Social Psychology*, 49(4), 243–251. (Impact factor: 2.60)

Kunyk, D., Inness, M., Reisdorfer, E., Morris, H., & Chambers, T. (2016). Help seeking by health professionals for addiction: A mixed studies review. *International Journal of Nursing Studies*, 60, 200-215. (Impact Factor 3.6)

Inness, M., Turner, N., Barling, J., & Stride, C. (2010). Transformational leadership and employee safety performance: A within-groups, between-jobs design. *Journal of Occupational Health Psychology*.

Inness, M., LeBlanc, M. M., & Barling, J. (2008). Psychosocial predictors of supervisor-, peer-, subordinate-, and service provider-targeted aggression. *Journal of Applied Psychology*, 93, 1401-1411.

Inness, M., Barling, J., Turner, N., & Rogers, K. (2007). De-marketing tobacco through price changes and consumer attempts to quit smoking. *Journal of Business Ethics*, 77, 405-416.

Herscovis, S., Turner, N., Barling, J., Arnold, K., Dupre, K., Inness, M., LeBlanc, M., & Sivanathan, N. (2007). Right on target?: A meta-analysis of workplace violence. *Journal of Applied Psychology*, 92, 228-238.

Dupré, K., Inness, M., Connelly, C., Barling, J., and Hopton, C. (2006). Adolescent antagonism: Predicting workplace aggression in part-time teenage employees. *Journal of Applied Psychology*, 91, 987-997.

Inness, M., Desmarais, S., and Day, A (2005). The effect of mood and gender on distributive justice decisions: Do mood states reinforce gender norms in allocation tasks? *British Journal of Social Psychology*, 44, 463-478.

Inness, M., Barling, J., & Turner, N. (2005) Understanding supervisor-targeted aggression: A within-person, between-jobs design. *Journal of Applied Psychology*, 90, 731-739.

Manuscripts Under Review

Feeney, J., Goffin, R., Gellatly, I, Inness, M. (2018). The Development of a Short Organizational Attachment Scale. *Journal of Personnel Psychology*.

Zhang, G., & Inness, M. Transformational Leadership and Employee Voice: A Model of Proactive Motivation. *Leadership & Organization Development Journal*.

Research in progress

Hall, W., Schmader, T., Inness, M., Croft, E. Climate change: Improving norms for inclusion predicts greater fit for women in STEM. *Psychological Science*.

Inness, M., Turner, N., Kelloway, E. K., Barling, J., Pitfield, L., Francis, L., & Bygrave, C. 'Take this job and love it!' Development and measurement of the 'love of one's job'.

Inness, M., Turner, N. The impact of leadership on the love of one's job: Within job, between-jobs and over time.

Inness, M., I. Gellatly, & Jing, E.L. In love and insecure: The impact of substance use at work on workplace aggression

Wilson, N. & Inness, M. Workplace aggression: Frequency and intensity of aggression over time.

Refereed Book Chapters

Inness, M. & Barling, J. Terrorism and *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd edition. Steven G. Rogelberg (Ed.)

Kelloway, E.K., Inness, M., Barling, J., Francis, L., & Turner, N. (2011). Loving One's Job: Construct Development and Implications for Individual Well-being. In P. L. Perrewe and D. C. Ganster (Eds.), *Research in Occupational Stress and Well Being, Volume 8*. Elsevier Science Ltd: London.

Inness, M., & Barling, J. (2007). Terrorism and work. *Encyclopedia of Industrial Organizational Psychology*. Sage Publications.

Inness, M., & Barling, J. (2006). Stress in peacekeeping operations. In E. Kevin Kelloway, J. Barling, & J. Hurrell (Eds.), *Handbook of Workplace Violence*. Sage publications

Inness, M., & Barling, J. (2005). Terrorism in the workplace. Chapter in J. Barling, E.K. Kelloway, & M. Frone (Eds.). *The Handbook of Work Stress*. Sage Publications.

Barling, J., Inness, M., & Gallagher, D. (2002). Alternative work arrangements and employee well-being. In P. L. Perrewe, & D. C. Ganster (Eds.), *Research in Occupational Stress and Well-Being, Vol. 2: Historical and Current Perspectives on Stress and Health* (pp. 185-220). CT: JAI Press.

Refereed Conference Proceedings

Zhang, G., & Inness, M. (2017). Transformational leadership and employee voice: the role of followers' proactive personality. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17366). Briarcliff Manor, NY 10510: Academy of Management.

Zhang, G., & Inness, M. (2016). Organizational justice and workplace aggression: the impact of power distance. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 14692). Briarcliff Manor, NY 10510: Academy of Management.

Inness, M., & Barling, J. (2003). Putting health back into occupational health psychology. In The British Psychological Society, Occupational Psychology Conference 2003, *Proceedings*. London: British Psychological Society.

Upcoming Presentations

Jing, E. L., Gellatly, I. R., & Inness, M. Can mistreated employees feel commitment towards the organization? To be presented at the 79th Annual Meeting of the Academy of Management, Aug 9-13, Boston, MA.

Inness, M., Gellatly, I. R., & Jing, E. L. Workplace drinking and aggression: The role of job perceptions. To be presented at the 79th Annual Meeting of the Academy of Management, Aug 9-13, Boston, MA.

Refereed and Invited Conference Presentations

Hall, W., Schmader, T., Aday, A., Inness, M., Croft, E. (2018) Interpersonal and Institutional Signals of Identity Threat in the Workplace. Paper presented at the 78th Annual Meeting of the Academy of Management, Aug 10-14, Chicago, IL.

Inness, M., Turner, N., Kelloway, E. K., Barling, J., Pitfield, L., Bygrave, C. (2018). Take this job and love it! The nature and measurement of the love of one's job. Paper presented at the 29th International Conference of Applied Psychology, June 26-30, Montreal, QC.

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.

Inness, M., Wilson, N., Davidson, V., Schmader, T., & Croft, E. The impact of Human Resource policies and practices on the recruitment and advancement of women engineers. Paper presented at CCWESTT. May 3-6, 2016, Ottawa.

Schmader, T., Hall, W., Inness, M., Wilson, N. & Davidson, V. Social Identity Threat and Women in STEM. Paper presented at CCWESTT, May 3-6, 2016, Ottawa.

Davidson, V., Croft, E., Schmader, T., Inness, M., Hall, W., & Wilson, N. Disseminating research on women in engineering. Paper presented at CCWESTT, May 3-6, 2016, Ottawa.

Zhang, G & Inness, M. Organizational justice and workplace aggression: the impact of power distance orientation. Paper presented at 76th Annual Meeting of the Academy of Management, Aug 5-9, Anaheim, California.

Zhang, G & Inness, M. (2016, August) Transformational leadership and employee voice: the impact of followers' proactive personality. Paper presented at 76th Annual Meeting of the Academy of Management, Aug 5-9, Anaheim California.

"The Process of Health Seeking by Health Professionals for Their Addiction: Systematic Review and Theory Development." Inness, M., & Kunyk, D. (2015).. International Congress on Law and Mental Health, Vienna, Austria, July 14.

"Systematic Reviews: A Workshop on Mixed Studies Syntheses." Kunyk, D., Inness, M., Reisdorfer, E. & Morris, H. (2015). Thinking Qualitatively Workshop Series, Edmonton, Alberta, June.

"Relative intensity versus frequency of workplace aggression: Examining which is more Impactful on employees' job and strain outcomes." Wilson, N, & Inness, M. (2015). Paper presented at the 17th European Association of Work and Organizational Psychology Congress, Oslo, Norway, May 20-23.

“Mixed Studies Synthesis Reviews: A Workshop”. Kunyk, D., Inness, M., Reisdorfer, E. & Morris, H. Qualitative Methods Conference, International Institute of Qualitative Methods, Melbourne, Australia, April.

‘Another look at Meyer and Herscovitch’s (2001) behavior-latitude proposition. “ Gellatly, I.R., Inness, M., Zhang, G., & Hedberg, L.M. (2015). 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.

“Addiction in Health Professionals” Kunyk, D., Inness, M., Reisdorfer, E. & Morris, H. (2015, March 27). Canadian Society of Medical Evaluators Conference, Toronto, ON.

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

Substance use and workplace aggression: The impact of continuance commitment and job love. Inness, M., Gellatly, I.R. & Zhang, G. (2015). Presented at the 1st Annual Research Conference of the Centre for Effective Business Management of Addiction. University of Alberta, March.

“Transformational Leadership and Employees Voice and Taking Charge: Exploring the Mediating Mechanisms and the Role of Proactive Personality”. Zhang, S.. & Inness, M. Paper presented at the Association for Psychological Science, May, 2015, San Francisco, CA.

“The love of one’s job: A within-person, between-jobs design.’ Inness, M., Kelloway, K., Barling, J, and Turner, N. Paper presented at the Work, Stress and Health Conference, May, 2013, Los Angeles, CA.

“Predicting safety performance: A within-person between jobs design.” Inness, M., Turner, N., Barling, J., and Stride, C. Paper presented at the 70th annual meeting of the Academy of Management, Montreal, Canada, August, 2010.

“Organizational injustice and workplace deviance: Exploring the effect of power distance.” Zhang, G., & Inness, M. Poster to be presented at the 22nd annual convention of the Association for Psychological Science, **Boston**, Massachusetts, May, 2010.

“Love of one’s job: A within-person, between jobs design.” Inness, M., and Barling, J. Paper presented at the 8th annual meeting of Work Stress and Health, San Juan, Puerto Rico, November, 2009.

“Customer-targeted aggression: Retaliation and displacement.” Inness, M. Paper presented at the 69th annual meeting of the Academy of Management, Chicago, Illinois, August, 2009.

"Predicting safety performance: A within-person, cross-situational analysis" Inness, M., Barling, J., & Turner, N. Paper presented at the 117th annual meeting of the American Psychological Association. Toronto, August, 2009.

"Transformational leadership and safety performance: The moderating role of meaningful work." Inness, M., Barling, J., & Turner, N. Paper presented at the 8th annual meeting of the European Academy of Occupational Health Psychology. Valencia, Spain, November 2008.

"Predicting safety compliance and participation: A within-person, between jobs design." Paper presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology. New York, NY, April 27-29, 2007.

"Safety at work: A within-person between-jobs design." Inness, M., Barling, J., & Turner, N. Poster presented at the 7th Annual Meeting of the European Academy of Occupational Health Psychology. Dublin, Ireland, November 2006.

"The impact of tobacco tax changes on attempts to quit smoking". Inness, M., Barling, J., & Turner, N. Poster presented at the 18th Annual Meeting of the American Psychological Society". New York, May 25-28, 2006.

"Supervisor, coworker, and subordinate-targeted aggression: predictors and moderators". LeBlanc, M.M., & Inness, M. Paper presented at the conference on Work, Stress, and Health, Miami, March 2-4, 2006.

"The impact of taxation changes on cigarettes on attempts to quit smoking: A time series design across three provinces". Inness, M. Paper Presented at the 2nd Annual Invitational Symposium for Research to Inform Tobacco Control. Toronto, November, 2005. (Invited)

"The specificity of predictors of Types II and III workplace aggression." Inness, M., LeBlanc, M., & Barling, J. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, August, 2005.

"A Meta-Analysis of Workplace Violence." Hershcovis, S., Turner, N., Barling, J., Arnold, K., Dupre, K., Inness, M., LeBlanc, M., & Sivanathan, N. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, August 6-11, 2004. *

"Adolescent antagonism: Predicting workplace aggression in part-time teenage employees." Dupre, K, Inness, M., Connelly, C., Barling, J., & Hopton, C. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Quebec City, July 5-8, 2004.

“Situational specificity and individual differences in the prediction of workplace aggression.” M. Inness & J. Barling. Poster presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto, March 20-22, 2003.

“Putting ‘health’ back into occupational health psychology”. M. Inness & J. Barling. Paper presented at the Annual Convention of the British Psychological Society, Bournemouth, England, January 9-11, 2003.

“Adolescent antagonism: Predicting workplace aggression in part-time teenage employees.” Dupre, K, Inness, M., Connelly, C., Barling, J, & Hopton, C. Poster presented at the annual meeting of the Society for Industrial/Organizational Psychology, Toronto, March, 2002.

“The relationship between ‘non-standard’ employment status, health and safety training, and work-related injury or illness.” M. Inness, D.G. Gallagher, J. Barling, and R. Iverson. Paper presented at the VII European Conference of Organizational Psychology and Health Care, Stockholm, Oct 11-13, 2001.

“The concept of ‘entitlement’ in social justice research: Theory and application.” M. Inness, and S. Desmarais. Poster presented at the 61st Annual Convention of the Canadian Psychological Association, Ottawa, June 28 - July1, 2000.

“Successive loss of attention on a vigilance task.” L. Methot, S. Schwartz, and M. Inness. Poster presented at the 23rd Annual Convention of the Association for Behavior Analysis, Chicago, May, 1997.

“The effect of mood and gender on distributive justice decisions: Do mood states reinforce gender norms in allocation tasks?” M. Inness, and S. Desmarais. Poster presented at the 104th Annual Convention of the American Psychological Association, Toronto, July, 1996.

Technical Reports

SMO PhD. Program review and recommendations.

Brief for the Periodic Appraisal of the PhD and MSc programs in Management, Queen’s University, for the Ontario Council on Graduate Studies (OCGS).

REVIEWING AND EDITING ACTIVITIES

Reviewing

Ad-hoc journal reviewing for the Journal of Applied Psychology, the Journal of Occupational Health Psychology, JOOP, the Canadian Journal of Administrative Sciences.

Reviewer for the Academy of Management, 2005-present

Scientific Committees

Meeting of the European Academy of Occupational Health Psychology in Zurich, Switzerland (2013)

8th annual meeting of the European Academy of Occupational Health Psychology in Valencia, Spain (2008)

9th annual meeting of the European Academy of Occupational Health Psychology in Rome, Italy (2009)

COURSES TAUGHT

- INTD 407 Workshops in Leadership, Fall, 2018-Winter, 2019
- SMO 402 Foundations of Leadership, Fall, 2015, 2017, 2018, 2019
- SMO 652 Leadership Skills (Fall, 2017 (3sections); Fall, 2015; Fall, 2014 (2sections); Fall, 2014 (2 sections); Fall, 2013 (2 sections))
- BUS 506 Business Ethics (Winter, 2015, 2016; 2 Sections)
- SMO 702 Doctoral Seminar in Organizational Behavior (Winter, 2016)

- SMO 500 Managing People (Winter, 2014; 3 sections in Fall, 2012; Winter, 2012; Winter 2011; Fall, 2010)
- SMO 705 Seminar in contemporary issues (Doctoral seminar; Fall, 2008-Winter, 2009)
- SMO 405 Business Ethics (Fall, 2007)
- SMO 416 Performance Management and Rewards (Winter, 2015; Winter, 2014; Winter, 2013; Winter, 2012; Winter, 2011 (half); Winter, 2010; Fall, 2009; Fall, 2008, Fall, 2007, Spring, 2007, Winter, 2007, Winter, 2006, Fall, 2005)
- ORGA 201 Introduction to Management (Winter, 2007; Winter, 2006)
- Statistics (Summer, 1999)
- Personality Psychology (Fall, 1999, Summer, 1999)
- Social Psychology (Summer, 1999)

FELLOWSHIPS/GRANTS HELD and OTHER RECOGNITIONS

- SAS Grant 2017-2018
- SSHRC Partnership grant, 2017-2021
- 2012-16 SSHRC Partnership Development Grant, \$200000
- CEBMAT Grant (\$60,000)
- CEBMAT Grant (Nursing; \$14,000)
- 2010. Pearson Faculty Fellowship (\$12, 000)
- 2007-2010. Social Sciences and Humanities Research Council of Canada (SSHRC; \$43,000)
- 2007. Faculty Fellowship, University of Alberta (\$12,000)
- 2006. Faculty Fellowship, University of Alberta (\$12,000)
- 2005. Ontario Tobacco Research Unit Research Fellowship (OTRU)

- 2001-2004. Social Sciences and Humanities Research Council of Canada (SSHRC) Doctoral Fellowship (\$19, 000/year for 3 years).
- Six separate achievement awards from Queen's University and Queen's School of Business awarded between 2001-2005 ranging from \$1000 to \$6000.
- First Kathryn Huget Leadership Award for women in leadership. (\$2500).
- Ontario Graduate Scholarship. (\$15, 000).
- University of Guelph Graduate Scholarship for highest entering GPA. (\$6000).
- Nova Scotia Government Employee's Union Scholarship (\$1000).
- Saint Mary's University Dean's List Scholarships (various).

UNIVERSITY AND DEPARTMENT SERVICE

Director of the Leadership Certificate Program

Academic Oversight Committee, Peter Lougheed Leadership College

Academic Advisory Committee, Peter Lougheed Leadership College

PhD Program Coordinator, 2016-2018

Headed the committee for the PhD program review, 2017

Business School Representative for the University Center for Teaching and Learning

Undergraduate program review committee, 2016-present

Teaching and learning task force, 2015-2016

USPC representative for SMORG (2012-2015)

Visiting speakers series committee, University of Alberta, 2009-10; 2010-11, 2018-19.

OB/HR Hiring Committee, University of Alberta, 2008-09.

Entrepreneurship/Family Business Hiring Committee, University of Alberta, pres.

Admission Appeals Committee, School of Business, University of Alberta, 2007

PhD Representative, Faculty Board, Queen's School of Business, 2002-2003.

PhD/MS.C. Committee, Queen's School of Business, 2002-2003.

OCGS appraisal for the PhD/MSc programs at Queen's School of Business, 2004-2005.

ACADEMIC WORK EXPERIENCE

- Associate Professor, University of Alberta School of Business, 2011-present (Edmonton)
- Assistant Professor, University of Alberta School of Business, 2005-2011 (Edmonton)
- Lecturer, Department of Psychology, Saint Mary's University, 1998-2000 (Halifax)
- Research Assistant, 1995-2003.

NON-ACADEMIC WORK EXPERIENCE

- Epidemiologist/Data Analyst, IWK Health Sciences Center, 1999-2000 (Halifax). Analyzed large data sets and helped physicians with various aspects of research, including methods, and analyses.

- Clinical Trials Coordinator, Memorial Sloan-Kettering Cancer Center, 1998-1999. (New York City). Managed a group of research assistants in the Clinical Trials Department, provided data quality assurance, liaised with FDA, clinical trials office, and physicians.