

ANIKA CLOUTIER

CURRICULUM VITAE

Updated March 2021

Dalhousie University, Rowe School of Business
Kenneth C. Rowe Management Building
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ACADEMIC EMPLOYMENT

Present **Assistant Professor of Management, Rowe School of Business, Dalhousie University**

EDUCATION

- 2020** **PhD in Business Management, Specialization in Organizational Behaviour**
Smith School of Business, Queen's University, Kingston, ON
Thesis topic: *Romantic relationships and leadership: Three studies*
Supervisor: Dr. Julian Barling
Committee: Drs. Jeffrey Greenhaus, Tara McDonald, Matthias Spitzmuller, & Christopher Miners
- 2015** **M.A., Psychology**
Carleton University, Ottawa, ON
Thesis: *Times, they are a changin': Future temporal appraisals for self and the romantic partner*
Supervisor: Dr. Johanna Peetz
- 2013** **B.A., Double Honours in Psychology and Applied Language & Discourse Studies (ALDS)**
Carleton University, Ottawa, ON
PSYC Thesis: *Relationships' best friend: Pet primes positively influence romantic relationship quality*
Supervisor: Dr. Johanna Peetz
ALDS Thesis: *From seeing to doing: Undergraduate psychology students learning discipline-specific genres*
Supervisor: Dr. Natasha Artemeva

PUBLICATIONS

- Barling, J., & **Cloutier, A.** (2017). Leaders' mental health at work: Empirical, methodological, and policy directions. *Journal of Occupational Health Psychology, 22*, 394-406.
- Cloutier, A.**, & Peetz, J. (2017). People, they are a changin': The links between anticipating change and romantic relationship quality. *Journal of Social and Personal Relationships, 34*, 676-698.
- Harasymchuk, C., **Cloutier, A.**, Peetz, J., & Lebreton, J. (2017). Spicing up the relationship? The effects of relational boredom on shared activities. *Journal of Social and Personal Relationships, 34*, 833-854.
- Cloutier, A.**, & Peetz, J. (2016). Relationships' best friend: Links between pet ownership, empathy, and romantic relationship outcomes. *Anthrozoös, 29*, 395-408.

BOOK CHAPTERS

- Cloutier, A.** & Barling, J. (2020). Leadership issues in flexible work. In S. Norgate & C.L. Cooper (Eds.) *Flexible work: Designing our healthier future lives*. Taylor & Francis, Routledge.

MANUSCRIPTS UNDER REVIEW

- Cloutier, A.** & Barling, J. Does romantic relationship quality predict leadership behaviours? An experimental study.
Revise and resubmit at the Journal of Applied Psychology.

Cloutier, A. & Barling, J. Leaders' mental health: Perceptions, expectations and realities. *Revise and resubmit at the Journal of Occupational Health Psychology Special Issues on Leadership and Health/Well-Being.*

Cloutier, A. & Barling, J. Witnessing interparental violence and leader role occupancy: The roles of insecure attachment and gender. *Under review at the British Journal of Management.*

RESEARCH IN PROGRESS

Cloutier, A. & Barling, J. Dating violence and later leader role occupancy: The mediating effects of depressive symptoms and the moderating role of gender. *To be submitted to Academy of Management Discoveries.*

Cloutier, A., Barling, J., & Turner, N. Interpartner victimization and work outcomes. *Data analysis completed.*

Cloutier, A., Barling, J., & Turner, N. Interpartner perpetration and work behaviours. *Data analysis completed.*

Cloutier, A., Barling, J., & Turner, N. Domestic violence perpetration and leader emergence: A gender issue. *Data analysis completed.*

Byrne, A., **Cloutier, A.,** & Barling, J. The impact of cohabitation and coworking: Lessons gained from working from home together during COVID19 and beyond. 3rd wave data collection underway.

Brykman, K., Samosh, D., & **Cloutier, A.** Subclinical mental illness and its effects on voice and silence behavior. *Analyses underway.*

CONFERENCE PRESENTATIONS AND CHAIRED SYMPOSIA

Cloutier, A. & Barling, J. (2021, April). Mental illness and perceptions of leader suitability. In D. B. Fecteau & L. T. Eby (Chairs), Advancing Our Understanding of Mental Illness at Work. To be presented at the 36th Society of Industrial and Organizational Psychology Conference. Held Virtually.

Byrne, A. **Cloutier, A.,** & Barling, J. (2020, August). Relative subjective spousal status: How spouses impact leadership role occupancy. In **D. Mercer** (Chair), Broadening our Sight: Integrating Methods to Mitigate the Dichotomy of Women and Leadership. Presented online at the 80th Annual Meeting of the Academy of Management, Vancouver, BC.

Cloutier, A. & Barling, J. (2019, May). Does a history of domestic violence affect leader emergence? In **A. Cloutier** (Chair), Antecedents to Leader Emergence and Leadership Behaviours. Presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Cloutier, A. & Barling, J. (2018, August). From romance to leadership: The effects of romantic relationship quality on leadership behaviors. Academy of Management Annual Meeting, professional development workshop session "Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications", Chicago, Illinois.

Cloutier, A., Barling, J., & Turner, N. (2018, May). Inter-partner violence and work outcomes: The moderating role of instrumental and emotional support. Poster presented at the 30th American Psychology Society Convention, San Francisco, CA.

Cloutier, A. & Barling, J. (2017, August). Perceptions, expectations and realities of leaders' mental and physical health. In **A. Cloutier** (Chair), Leaders' physical and mental well-being: Antecedents, expectations and outcomes. Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Weatherhead, J., G., **Cloutier, A.,** Carleton, E., & Barling, J. (2017, May). Testing mediators of the negative effects of passive leadership on mental health and work attitudes. Presented at the European Association of Work and Organizational Psychology, Dublin, Ireland.

Cloutier, A., Dupré, K., & Barling, J. (2016, June). The effects of workplace injuries on the parents of injured adults: Once a parent, always a parent. Poster at the Work and Family Research Network Conference, Washington, DC.

Cloutier, A. & Harasymchuk, C. (2015, June). So what do we do next? An experimental exploration of relational boredom. In C. Bacev-Giles (Chair), Expectations, prompts, and challenges associated with appetitive behaviours in romantic relationships. Symposium at the 76th Annual Canadian Psychology Association Research Conference, Ottawa, ON.

- Cloutier, A. & Peetz, J.** (2015, June). Times, they are a changing: How temporal relationship appraisals influence personal and relational well-being. In E. M. Blouin-Hudon (Chair), Perceptions of Future Self: Implications for Health and Well Being. Symposium at the 76th Annual Canadian Psychology Association Research Conference, Ottawa, ON.
- Cloutier, A. & Peetz, J.** (2015, February). Change for the better: Temporal appraisals for self and the romantic partner. Poster presented at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Cloutier, A., Peetz, J., & Kammrath, L. K.** (2014, February). Love over reason: What do people use when making relationship predictions? Poster presented at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Cloutier, A.** (2013, November). Navigating genres of psychology: Undergraduate psychology students learning discipline-specific genres. Poster presented at the 9th Annual Applied Linguistics and Discourse Studies Graduate Symposium, Ottawa, ON.
- Cloutier, A. & Peetz, J.** (2013, April). Relationships' best friend: Pet-primers positively influence romantic relationship quality. Poster presented at the 74th Annual Canadian Psychological Association (CPA) Research Conference, Quebec, QC.
- Cloutier, A. & Peetz, J.** (2013, April). Relationships' best friend: Pet-primers positively influence romantic relationship quality. Poster presented at the 2nd Annual Psychology Undergraduate Research Event, Ottawa, ON. *People's Choice Award for best thesis.*

MEDIA COVERAGE

Leaders' Romantic Relationship Quality. *Dissertation*

Invited Interview

<https://smith.queensu.ca/insight/content/how-relationships-at-home-affect-leaders-at-work.php>

Leaders' Mental Health at Work. *JOHP*

Invited Interviews

Invited discussant on the topic of leadership and mental health on Queen's Graduate Studies Radio Show (30 minute podcast) <https://www.queensu.ca/sgs/archived-grad-chat>

Spicing up the Relationship. *JSPR*

Popular Press Articles

<http://www.scienceofrelationships.com/home/2017/1/25/beating-relationship-boredom.html>

The links between anticipating change and romantic relationship quality. *JSPR*

Invited Interviews

Invited discussant on the topic of anticipating changes and romantic relationship success on the Relationship Matters Podcast (15 minute podcast)

http://hwcndn.libsyn.com/p/0/3/a/03a34c5329ed58ed/Relationship_Matters_Podcast_59.mp3?c_id=12180050&cs_id=12180050&expiration=1564521426&hwt=752c2f6fd894d0ce98335c37390b284d

Popular Press Articles

<http://www.scienceofrelationships.com/home/2017/9/8/the-relationship-is-a-changin-the-benefits-achieved-when-par.html>

Relationships' best friend. *Anthrozoos*

Invited Interviews

Mutual Rescue, 2019 (Chapter 12 of this book is based on this article)

https://www.amazon.com/Mutual-Rescue-Adopting-Homeless-Animal/dp/1538713535/ref=sr_1_1?ie=UTF8&qid=1536865588&sr=8-1&keywords=mutual+rescue+book

New York Times, 2018

<https://www.nytimes.com/2018/02/27/well/family/dog-date-men-women-love-dating-relationships.html>

Vancouver Sun, 2016

<http://vancouver.sun.com/life/relationships/pet-therapy-romantic-relationships-can-benefit-from-puppy-love>

Calgary Herald, 2016

<http://www.calgaryherald.com/g00/life/relationships/therapy+romantic+relationships+benefit+from+puppy+love/12244090/story.html?i10c.referrer=https%3A%2F%2Fwww.google.ca%2F>

Selected Popular Press Articles

<https://www.psychologytoday.com/blog/cravings/201611/pet-therapy-your-love-life>

<https://www.psychologytoday.com/blog/lifetime-connections/201612/dog-ownership-stress-and-finding-romance>

<https://fourmulacenter.com/insight/improving-human-relationships-with-pet-therapy/>

<http://www.24horas.cl/tendencias/mascotas/estudio-revela-que-tener-una-mascota-ayudaria-a-fortalecer-el-vinculo-en-las-parejas-2167092>

<http://www.infobae.com/tendencias/mascotas/2016/10/13/por-que-tener-una-mascota-potencia-el-romance-en-la-pareja/>

<https://www.lmneuquen.com/la-mascota-mejora-la-relacion-pareja-n532608>

RESEARCH GRANTS AND SCHOLARLY FUNDING

External Grants

- 2019 Social Sciences and Humanities Research Council (SSHRC) Insight Grant (\$143,857)
Understanding the experience and widespread consequences of job-status leakage in traditional and non-traditional families
Alyson Byrne, Julian Barling, & Anika Cloutier

Internal Grants

- 2020 Dean's Collaborative Research Grant, Dalhousie University, Faculty of Management (\$7,500)
The mental health crisis in academia: Tracking Mental Health Signals from Academics' Tweets
Philippe Mongeon, Colin Conrad, & Anika Cloutier

HONORS AND AWARDS

National and Provincial Scholarships

- 2019-20 Ontario Graduate Scholarship; *awarded by Ontario Provincial Government*
2016-19 SSHRC CGS Doctoral Scholarship; *awarded by the Canadian Federal Government*
2015-16 Ontario Graduate Scholarship, *awarded by Ontario Provincial Government [declined offer]*
2014-15 Ontario Graduate Scholarship, *awarded by Ontario Provincial Government*
2013-14 Joseph-Armand Bombardier SSHRC CGS Scholarship; *awarded by the Canadian Federal Government*
2013-14 Ontario Graduate Scholarship; *awarded by Ontario Provincial Government [declined offer]*

University-Based Scholarships

- 2018 D.D. Monieson Fellowship; *awarded by Smith School of Business*
2015-19 Queen's School of Business Award; *awarded by Smith School of Business*
2015-19 Queen's Graduate Awards; *awarded by Queen's University*
2015 Tuition Entrance Award; *awarded by Queen's University*
2013-14 A.D. Dunton Scholarship; *awarded by Carleton University*
2013-14 Domestic Entrance Masters; *awarded by Psychology Department at Carleton University*
2013-14 Departmental Graduate Scholarship; *awarded by the Psychology Department at Carleton University*
2009-12 University Entrance Scholarship; *awarded by Carleton University*

Other Awards and Recognitions

- 2019 Senior PhD Student Research Excellence Award; *awarded by Smith School of Business*
2018 The Johnson A. Edosomwan Leadership Institute Award for most promising research proposal in leadership; *awarded by University of Miami at the Academy of Management Conference*
2017 New PhD Student Research Excellence Award; *awarded by Smith School of Business*

2017	Second Place 3MT Smith School of Business; <i>awarded by Queen's University</i>
2013	Psychology Thesis People's Choice Award for Best Thesis; <i>Carleton University</i>
2013	University Medal of Arts; <i>awarded by Carleton University</i>
2013	Certificate of Academic Excellence; <i>awarded by the Canadian Psychology Association</i>
2010-13	Dean's Honour List; <i>Carleton University</i>

TEACHING AND SUPERVISION

Introduction to Organizational Behaviour (May – August, 2021)

COMM 2032 for Commerce program (360 students)
Rowe School of Business, Dalhousie University, Halifax, NS

Managing People (January – April, 2021)

BUSI 5303 for the CRMBA program (43 students)
Rowe School of Business, Dalhousie University, Halifax, NS

Introduction to Organizational Behaviour (January – April 2018)

Adjunct Professor for COMM 251: Introduction to Organizational Behaviour (80 students)
Smith School of Business, Queen's University, Kingston, ON.
Teaching Effectiveness Rating: 4.7/5 (Departmental mean = 4.1)

Course Supervisor (September – December 2018)

Course Supervisor for Jennifer McNeil: PSYC570 Directed Lab Study, Queen's University, Kingston, ON.

Guest Lecturer

"Leaders' Mental Health" Invited talk to B9924, Faculty of Management, Memorial University, St. Johns, NL.
"Your Leadership"; Guest lecture presented to COMM 151 (March, 2019), Smith School of Business, Queen's University, Kingston, ON.
"Social Support"; Guest lecture presented to PSYC 2301 (March, 2015), Carleton University, Ottawa, ON.
"From seeing to doing: Undergraduate psychology students' learning of discipline-specific genres"; Guest Lecture presented to ALDS 1001 (February, 2013), Carleton University, Ottawa, ON.

TEACHING ASSISTANT POSITIONS

September – December, 2019

Graduate Teaching Assistant, MGBL Global Virtual Teams, Queen's University, Kingston, ON

May 2016 – December, 2019

Graduate Teaching Assistant for EMBA Leadership, Queen's University, Kingston, ON

January – April 2019

Graduate Teaching Assistant, Intro. to Organizational Behaviour, Queen's University, Kingston, ON

September – October 2018

Graduate Teaching Assistant, MGBL Global Virtual Teams, Queen's University, Kingston, ON

January – April 2016

Graduate Teaching Assistant, Intro. to Organizational Behaviour, Queen's University, Kingston, ON

January – April 2015

Graduate Teaching Assistant, Social Psychology, Carleton University, Ottawa, ON

September – December 2014

Graduate Teaching Assistant, Social Psychology, Carleton University, Ottawa, ON

January – April 2014

Graduate Teaching Assistant, Health Psychology, Carleton University, Ottawa, ON

September – December 2013

Graduate Teaching Assistant, Health Psychology, Carleton University, Ottawa, ON

July – August 2013

Undergraduate Teaching Assistant, Health Psychology, Carleton University, Ottawa, ON

January – April 2013

Undergraduate Teaching Assistant, Introduction to Psychology (2), Carleton University, Ottawa, ON
May – June 2012

Undergraduate Teaching Assistant, Social Psychology, Carleton University, Ottawa, ON

ACADEMIC SERVICE

Reviewer

2020-Present *Personnel Review*
2020-Present *Equality, Diversity, and Inclusion: An International Journal*
2017-Present *Human Relations*
2017-2018 *Journal of Social and Personal Relationships*
2016-Present Ad Hoc Reviewer for Academy of Management Conference: OB Division
2015-2016 Reviewer for Society of Industrial and Organizational Psychology Conference

Administration

2020-Present MScB Committee
2017-2019 PhD Representative for Faculty Board at Smith School of Business
2018 Qualitative Research Analyst for EMBA Program Evaluation
2017-2018 Student Representative of the Academic Appeals Committee at Smith School of Business

RESEARCH POSITIONS

September 2015 – June 2020

Research Assistant for Dr. Julian Barling, Smith School of Business, Queen's University

September 2014 – August 2015

Research Assistant for Dr. Kate Dupré, Department of Psychology, Carleton University

August 2013 – October 2013

Research Site Supervisor at the Ottawa General Hospital for Lana Vanderlee (PhD Candidate), School of Public Health, University of Waterloo

January – August 2012

Research Assistant for Dr. Johanna Peetz, Department of Psychology, Carleton University

June – September 2010

Research Assistant at the Ottawa General and Civic Hospital for Lana Vanderlee (PhD Candidate), School of Public Health, University of Waterloo

PROFESSIONAL AFFILIATIONS

2016-present Academy of Management (AOM)
2016-present Society for Industrial and Organizational Psychology (SIOP)
2016-present European Association of Work and Organizational Psychology (EAWOP)
2015-2020 American Psychological Society (APS)
2016-2020 Work and Family Research Network (WFRN)
2012-2016 Society for Personality and Social Psychology (SPSP)
2011-2016 Canadian Psychological Association (CPA)