

DANA KABAT-FARR

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EDUCATION

- PhD University of Michigan, Ann Arbor, Michigan, USA, Psychology
Dissertation: *Relationships at Work: Incivility, Interpersonal Citizenship, Emotion and Gender in Organizations*
- MA University of Michigan, Ann Arbor, Michigan, USA, Psychology
- BA University of Michigan, Ann Arbor, Michigan, USA, Psychology (with high distinction)

ACADEMIC EMPLOYMENT

- Professor, Department of Leadership and Organizations
Faculty of Management, Dalhousie University 2023 – Present
- Associate Professor of Management, Rowe School of Business, Dalhousie University 2019 – 2023
- Assistant Professor of Management, Rowe School of Business, Dalhousie University 2016 – 2019
- Assistant Professor of Management, College of Business, University of Nevada, Reno 2012 – 2016

RESEARCH INTERESTS

Incivility in the workplace • Negative workplace behavior • Positive organizational behavior • Well-being at work • Emotion in organizations • Gender demography in organizations • Sexual harassment • Gender harassment • Social identities in the workplace

EXTERNAL GRANTS

CFI John Evans Leaders Fund (2023) (\$152,900)

Conrad, C. & Kabat-Farr, D. (principal collaborator). Cognition and Organizations Research Group (CORG) accessible remote work research facility.

Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant (2023) (\$67,957)

Government of Canada

Labelle-Deraspe, R., Kabat-Farr, D. (co-investigator), & Caron, I. Fostering diversity “in” and “up”:
Selective Incivility disrupts marginalized employees’ social networks

*Ranked in the first sextile of competition

SSHRC Insight Grant (2023) (\$297,567)

Government of Canada

Loughlin, C. A., Dimoff, J. K., Weigand, H. A., Kabat-Farr, D. (collaborator), Murray, R. R., Nutt, D. G., & Scheuer, C. Building healthy leadership systems starts with our leaders.

SSHRC Insight Development Grant (2022) (\$67,498)

Government of Canada

Wranik, D., Caron, I., Kabat-Farr, D. (co-investigator), & Conrad, C. Governing under uncertainty: Does public service motivation shield against burnout and boost job satisfaction?

SSHRC Insight Development Grant (2017) (\$45,358)

Government of Canada

Kabat-Farr, D., Holmvall, C., McKee-Ryan, F.M., & Walsh, B. Overqualified but excluded? Understanding incivility experiences of overqualified employees.

*Ranked in the first sextile of competition

Society for the Psychological Study of Social Issues Grants-in-Aid Award (2010) (\$1,000)

Society for the Psychological Study of Social Issues (SPSSI), Washington, DC

INTERNAL GRANTS

Rowe Research Grant (2022) (\$5,000)

Rowe School of Business, Dalhousie University

Rowe Research Grant (2021) (\$4,500)

Rowe School of Business, Dalhousie University

Rowe Research Grant (2016) (\$4,420)

Rowe School of Business, Dalhousie University

Rackham Graduate Student Research Grant- Joan Kessler Celebration Award (2010) (\$3,000)

Rackham Graduate School, University of Michigan, Ann Arbor, MI

Boyd/Williams Dissertation Grant for Research on Women and Work (2009) (\$1,500)

Institute for Research on Women and Gender, University of Michigan, Ann Arbor, MI

PEER-REVIEWED JOURNAL PUBLICATIONS

- 1) Walsh, B. M., & Kabat-Farr, D. (2022). Investigating the implications of changes in supervisor and organizational support. *Journal of Occupational Health Psychology*. 27(6), 585–598. <https://doi.org/10.1037/ocp0000339> Impact factor = 7.707. ABDC (Australian Business Deans Council List) = A.
- 2) King, F.D. & Kabat-Farr, D. (2022). Student stress in focus: Short-term fixes and long-term pedagogical change in business school curriculum. *International Journal of Management Education* (20) 1, 1 – 11. <https://doi.org/10.1016/j.ijme.2022.100605>. Impact factor: 4.564. ABDC = C.
- 3) Kabat-Farr, D. & *Labelle-Deraspe, R. (2021, August 19). Five ways to reduce rudeness in the remote workplace. *Harvard Business Review*, digital article. <https://hbr.org/2021/08/5-ways-to-reduce-rudeness-in-the-remote-workplace>, Impact factor: 12.129, ABDC = A.
 - Also published as a chapter in *Harvard Business Review Press Emotional Intelligence* book series: Virtual Emotional Intelligence (pp. 109-129).

- 4) Walsh, B., Kabat-Farr, D., Matthews, R.A., & *Schulte, B.D. (2021). Willingness to recommend: Does workplace incivility actually play a role? *Journal of Business and Psychology*, 36, 841-856. <https://doi.org/10.1007/s10869-020-09710-7> Impact factor: 6.604. ABDC = A.
 • Article received 2022 Journal of Business and Psychology “Editor Commendation Award” (awarded to 13 papers out of about 1,000 submitted in 2021)
- 5) Kabat-Farr, D., Settles, I., & Cortina, L.M. (2020). Selective incivility: An insidious form of discrimination. *Equality, Diversity, and Inclusion: An International Journal*, 39(3), 253-260. doi: 10.1108/EDI-09-2019-0239. ABDC = B.
- 6) Walsh, B., Burrus, A., Kabat-Farr, D., McGonagle, A. K., *Call, E., *McIntire, A., & Shen, F.C. (2020). Living a calling and perceived work ability in domestic violence services. *Journal of Counseling Psychology*, 67(2), 241-250. doi: 10.1037/cou0000387. Impact factor: 5.088. ABDC equivalent = A.
- 7) Walsh, B., Kabat-Farr, D., Matthews, R.A., & *Schulte, B. (2019). Can we select for respect in academe? *Industrial and Organizational Psychology*, 12(4), 405-407. doi:10.1017/iop.2019.77. Impact Factor: 9.375. ABDC = B.
- 8) Walsh, B., Matthews, R.A., Toumbeva, T., Kabat-Farr, D., Shapiro, J., & Pavisic, I. (2019). Failing to be family-supportive: Implications for supervisors. *Journal of Management*. 45(7), 2952-2977. doi: 10.1177/0149206318774621. Impact factor: 13.508. ABDC = A*. A Financial Times (FT) 50 Journal.
- 9) Kabat-Farr, D.⁺, Walsh, B.⁺, & McGonagle, A.K. (2019). Uncivil supervisors and perceived work ability: The joint moderating roles of job involvement and grit. *Journal of Business Ethics*. 156 (4), 971-985. doi: 10.1007/s10551-017-3604-5. ⁺The first two authors contributed equally and are listed in alphabetical order by surname. Impact factor: 6.331. ABDC = A. An FT 50 Journal.
- 10) Kabat-Farr, D., & Crumley, E. (2019). Sexual harassment in healthcare: A psychological perspective. *OJIN: Online Journal of Issues in Nursing*, 24(1). (Scholarly peer-reviewed journal of the American Nurses Association). doi: 10.3912/OJIN.Vol24No01Man04. ABDC equivalent = B.
- 11) Marchiondo, L. A., Cortina, L. M., & Kabat-Farr, D. (2018). Attributions and appraisals of workplace incivility: Finding light on the dark side? *Applied Psychology: An International Review*. 67(3), 369–400. doi: 10.1111/apps.12127. Impact factor: 5.414. ABDC = A.
- 12) Marchiondo, L.M., Biermeier-Hanson, B., *Krenn, D.R., & Kabat-Farr, D. (2018). Target meaning-making of workplace incivility based on personality similarity with perpetrators. *Journal of Psychology: Interdisciplinary and Applied*, 152(7), 474-496. doi:10.1080/00223980.2018.1481819. Impact factor: 4.013. ABDC equivalent = A.
- 13) Kabat-Farr, D., Cortina, L.M. & Marchiondo, L. A. (2018). The emotional aftermath of incivility: Anger, guilt, and the role of organizational commitment. *International Journal of Stress Management*, 25(2), 109-128. doi:10.1037/str0000045. Impact factor: 4.368. ABDC equivalent = A.
- 14) Cortina, L. M., Kabat-Farr, D., Magley, V., & *Nelson, K. (2017). Researching rudeness: The past, present, and future of the science of incivility. *Journal of Occupational Health Psychology*, 22(3), 299-313. doi:10.1037/ocp0000089. Impact factor: 7.707. ABDC = A.

- 15) Kabat-Farr, D., & Cortina, L. M. (2017). Receipt of interpersonal citizenship: Fostering agentic emotion, cognition, and action in organizations. *Journal of Applied Social Psychology, 47*(2), 74-89. doi:10.1111/jasp.12421. Impact factor: 2.654. ABDC = B.
- 16) Kabat-Farr, D. & Cortina, L.M. (2014). Sex-based harassment in employment: New insights into gender and context. *Law and Human Behavior, 38*(1), 58-72. doi: 10.1037/lhb0000045. Impact factor: 3.870. ABDC equivalent = A.
- 17) Cortina, L.M., Kabat-Farr, D., Leskinen, E., Huerta, M., & Magley, V. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management, 39*(6), 1579-1605. doi:10.1177/0149206311418835. Impact factor: 13.508. ABDC = A*. An FT 50 Journal.
 - Article received the *Journal of Management* Scholarly Impact Award in 2018.
- 18) Leskinen, E., Cortina, L.M., & Kabat, D.B. (2011). Gender harassment: Broadening our understanding of sex-based harassment at work. *Law and Human Behavior, 35* (1). doi: 10.1007/s10979-010-9241-5. Impact factor: 3.870. ABDC equivalent = A.
 - Article received 2012 Association for Women in Psychology Distinguished Publication Award for Best Article.
 - Article received 2011 AWP & SPW Prize for Psych Research on Women and Gender, Honorable Mention

*denotes student co-author

EDITED ARTICLES AND BOOK CHAPTERS

- 1) *Labelle-Deraspe, R. & Kabat-Farr, D. (Nov 2022). Inclusion à risque: l'incivilité envoie des messages forts aux employés issus de la diversité [Inclusion at risk: Incivility sends strong messages to diverse employees]. *Gestion: HEC Montréal, 47*(4), 98-102.
- 2) Kabat-Farr, D., & Walsh, B. (2022). Civility interventions and their potential to reduce sexual harassment in higher education. Paper published by the *National Academies of Sciences, Engineering, and Medicine*. [Link](#).
- 3) *Labelle-Deraspe, R. & Kabat-Farr, D. (2022, March). Contrer l'incivilité au travail: un défi quotidien [Countering incivility at work: A daily challenge]. *Gestion: HEC Montréal, 47*(1), 26-31.
 - One of the top 10 most-read *Gestion* articles in 2022
- 4) Kabat-Farr, D., & Cortina, L.M. (2012). Selective incivility: Gender, race, and the discriminatory workplace. Chapter in S. Fox and T. Lituchy (Eds.), *Gender and the dysfunctional workplace*.

*denotes student co-author

MANUSCRIPTS UNDER REVIEW AND IN PREPARATION

Kabat-Farr, D., Nosoochi, I., & Labelle-Deraspe, R. Selective incivility: Undermining diversity and inclusion in supply chains. Manuscript under revision.

Kabat-Farr, D. & Walsh, B. Sexual harassment in the contemporary workplace: Cyber-sexual harassment, virtual work, and independent work arrangements. Chapter to be published in the Handbook of Counterproductive Work Behavior, Edward Elgar Publishing. Under review.

Kabat-Farr, D. & Labelle-Deraspe, R. Toxic and unhealthy workplaces. Chapter to be published in an Organizational Frontiers Book Series by the Society of Industrial and Organizational Psychology (SIOP), Oxford University Press. Under review.

Kabat-Farr, D., Holmvall, C., Walsh, B., McKee-Ryan, F., & Labelle-Deraspe, R. Agency, Incivility, and Gender. Analysis in progress.

Kabat-Farr, D., Walsh, B., Harvey, J., McKee-Ryan, F., Holmvall, C., & Labelle-Deraspe, R. Unpacking what constitutes “perceived overqualification”. Write up in progress.

HONORS AND AWARDS

Dalhousie University President’s Research Excellence Award: Research Impact (2022)
Dalhousie University Legacy Awards

Journal of Business and Psychology Editor Commendation Award (2022)
Journal of Business and Psychology, Springer Publishing

Journal of Management Scholarly Impact Award (2018)
Journal of Management, Sage Publishing

Rowe School of Business Researcher of the Year Award- Pre-tenure Category (2017) (\$1,000)
Rowe School of Business, Dalhousie University

Beta Gamma Sigma Honor Society (2014)
Faculty Inductee, University of Nevada, Reno

Marquis Distinguished Dissertation Award Finalist (2012)
Department of Psychology, University of Michigan, Ann Arbor, MI

Community of Scholars Fellowship (2011)
Institute for Research on Women and Gender & Rackham Graduate School, Ann Arbor, MI

Barbara Perry Roberson Award (2010) (\$1,000)
Department of Psychology, University of Michigan, Ann Arbor, MI

Hough Award for Psychology and Ethics (2010) (\$1,500)
Department of Psychology, University of Michigan, Ann Arbor, MI

Harold and Vivien Shapiro/John Malik Award (2007, 2008, 2009, 2010)
Rackham Graduate School, University of Michigan, Ann Arbor, MI

Pat Gurin Lecture Award (2009)
Department of Psychology, University of Michigan, Ann Arbor, MI

SUPERVISION AND MENTORSHIP

Rémi Labelle-Deraspe, Post-Doctoral Scholar, (2023-2025), Funded by Fonds de recherche du Québec - Société et Culture (FRQSC), \$110,000 over two years (Early end due to obtaining faculty position)

Munsoo Choi, MSc Business, Dalhousie University 2021-2023 (co-supervisor)

Sevara Dekhkonova, MSc Business, Dalhousie University 2021-2023 (supervisor)

Huiyan Liu, MSc Business, Dalhousie University 2021-present (committee member)

Nachum Gabler, Interdisciplinary PhD Program Dalhousie University, 2023-present (committee member)

CONFERENCE PAPER PRESENTATIONS

McKee-Ryan, F., Kabat-Farr, D., Walsh, B., Holmvall, C., & Labelle-Deraspe, R.* (2023, August). *On the Dimensionality of Perceived Overqualification*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.

*PhD student

Labelle-Deraspe, R.* & Kabat-Farr, D. (2021, June). *Practical Steps to Address Workplace Incivility: A Daily Challenge*. Research snapshot presentation. Presented at Canadian Psychology Association virtual conference.

*PhD internship student

Myers, V.*, Kabat-Farr, D., Holmvall, C., McKee-Ryan, F., & Walsh, B. (2020, August). *Overqualified, Yet Excluded? Gender and Context in Incivility Experiences of Overqualified Employees*. Paper accepted for presentation at Academy of Management Annual Meeting, Vancouver, BC. Not presented due to COVID.

*PhD student presenting paper

Kabat-Farr, D. (2019, May). *Grin and Bear It? The Role of Job Involvement and Grit following Supervisor Incivility*. Paper presented at May Research Day, Faculty of Management, Dalhousie University.

Kabat-Farr, D., Walsh, B., McKee-Ryan, F. M., & Burrus, A. (2017, April). *Perceived Overqualification and Incivility Experiences*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Kabat-Farr, D. & Cortina, L.M. (2015, August). *Thriving with Kindness: The Benefits of Personal Citizenship Receipt on the Job*. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC.

Walsh, B., Kabat-Farr, D., & McGonagle, A.K. (2015, August). *Supervisor Incivility and Work Ability: The Roles of Job Involvement and Grit*. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC.

Walsh, B., Burrus, A.L., & Kabat-Farr, D. (2015, April). *Source-specific Workplace Incivility, Calling, and Turnover Intentions: A Self-determination Perspective*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.

Kabat-Farr, D., & Walsh, B.M. (2014, August). *Individual Differences in Employee Behavioral Reactions to Supervisor Incivility*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Marchiondo, L.M., Krenn, D. & Kabat-Farr, D. (2014, August). *Social Identity Comparison and Target Meaning Making of Workplace Incivility*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Kabat-Farr, D. & Cortina, L.M. (2013, April). *Slight, Slurs, and Snubs on the Job: The Role of Emotion and Commitment Following Uncivil Work Experiences*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting. Houston, TX.

Kabat-Farr, D., Marchiondo, L.A. & Cortina, L.M. (2012, April). *From Insult to Injury: What Underlies the Harm of Incivility?* Paper presented at the annual meeting of the European Academy of Occupational Health Psychology. Zurich, Switzerland.

Kabat, D. B. & Cortina, L. M. (2011, April). *Incivility Got You Feeling Down? Emotion and Organizational Commitment Following Uncivil Work Experiences*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

Kabat, D.B. & Cortina, L.M. (2010, April). *Workplace Gender Context and Sex-Based Harassment: For Whom and When Does it Matter?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.

Kabat, D.B., & Cortina, L.M. (2009, August). *The Social Context of Workplace Harassment: Does the Gender of the Situation Matter?* Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

Kabat, D.B., Cortina, L.M., Leskinen, E., & Huerta, M. (2008, April). *Selective Incivility: New and Improved Discrimination in the Workplace?* Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Francisco, CA.

CONFERENCE POSTER PRESENTATIONS

Kabat-Farr, D., Walsh, B. M., Harvey, J., McKee-Ryan, F., Holmval, C., & Labelle-Deraspe, R. (2024, June). *Perceived Overqualification: Exploring Dimensionality, Person-Centered Profiles, and Links to Job Well-Being*. Poster presented at the European Academy of Occupational Health Psychology, Granada, Spain.

Labelle-Deraspe, R. & Kabat-Farr, D. (2024, June). *Fostering Inclusion in Organizations: The Selective Incivility Network Theory*. Poster presented at the European Academy of Occupational Health Psychology, Granada, Spain.

Choi, M.*, Dekhkonova, S.*, Labelle-Deraspe, R.***, & Kabat-Farr, D. (2022, June). *Action in the Face of Insidious Bias: Exploring Interdisciplinary Techniques to Counter Selective Incivility*. Poster presented at the Administrative Sciences Association of Canada Conference, Halifax, Nova Scotia.

*MSc student, **PhD student.

Choi, M.* & Kabat-Farr, D. (2022, June). *Does Gratitude Foster Prosocial Behavior? An Examination of The Positive and Negative Effects of Gratitude Journaling*. Poster presented at the Administrative Sciences Association of Canada Conference, Halifax, Nova Scotia.

*MSc student.

Walsh, B. M. & Kabat-Farr, D. (2021, November). *Testing the Benefits of Increases in Perceived Support*. Poster presented at The American Psychological Association: Work, Stress, and Health Conference. Presented online due to COVID.

Walsh, B. M., Kabat-Farr, D., Matthews, R., & Schulte, B. D. (2020, April). *Can we reduce positive employment recommendations for high-performing jerks?* Poster presented at Society for Industrial and Organizational Psychology Annual Meeting, Austin, TX. Presented online due to COVID.

Walsh, B. M., Kabat-Farr, D., & Schulte, B. D. (2019, November). *Willingness to serve as a professional reference: Does applicant incivility play a role?* Poster presented at the International Conference on Occupational Stress and Health, Philadelphia, PA.

Walsh, B. M., Burrus, A., Kabat-Farr, D., Call, E., McIntire, A., & McGonagle, A. K. (2017, April). *An Integrative Model of Calling in Domestic Violence Work*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

Lim, S.G.P., Kabat-Farr, D., Cortina, L.M. & Magley, V.J. (2012, April). *Workplace Incivility: Does the Injury Extend across Person and Time?* Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.

Kabat, D.B., Leskinen, E. Huerta, M., & Cortina, L.M. (2007, May). *Incivility as Modern Discrimination in Organizations: An Empirical Study in Three Organizations*. Poster presented at the American Psychological Society Convention, Washington, D.C.

INVITED ADDRESSES AND KEYNOTES

- 2022 US National Discussion on Sexual Assault and Sexual Harassment, US Department of Navy and Howard University, Panel moderator
- 2022 National Academies of Science, Engineering, and Medicine, Washington D.C. Presenter and panelist.
- 2022 Rowe Research Seminar Series. Dalhousie University, Halifax, Nova Scotia.
- 2021 Dalhousie Healthy Workplaces, Creating Connections and Reducing Incivility at Work, Dalhousie University, Halifax, NS
- 2021 Leadership, Education, and Applied Research Network, Saint Mary's University, Halifax, NS
- 2019 Interdisciplinary Committee on Organizational Studies, Ross School of Business, University of Michigan, Ann Arbor, MI, USA.
- 2019 Dalhousie Respect Week, Dalhousie University, Halifax, Nova Scotia.
- 2019 Canadian Society for Industrial and Organizational Society – Division of the Canadian Psychology Association, Keynote Address, Halifax, Nova Scotia.
- 2017 Healthy Workplace Collaborative, Dalhousie University, Halifax, Nova Scotia.
- 2017 Dalhousie Respect Week, Dalhousie University, Halifax, Nova Scotia.
- 2017 Occupational Health Psychology Summer Institute, Saint Mary's University, Halifax, NS

- 2016 Department of Psychology, University of Guelph, Guelph, Ontario.
 2016 Rowe Research Seminar Series. Dalhousie University, Halifax, Nova Scotia.
 2013 Psi Chi/Psi Beta Psychology Honor Society, Western Psychology Association Annual Convention, Reno, NV.
 2013 Association for Women in Psychology, Salt Lake City, UT.

TEACHING EXPERIENCE

Seminar in Micro-Organizational Behavior (BUSS 6302) (2022, 2024), Dalhousie University

Seminar of MSc Business students focusing on core micro-organizational behavior theories and research.

- Mean student evaluations on a 5-point scale, with 5 as high: overall teaching effectiveness:
 - 4.74/5 (Winter 2024; seminar of 6 students)
 - 3.35/5 (Winter 2022; seminar of 7 students)

Introduction to Micro-Organizational Behavior (MGMT 2303) (2021- 2023), Dalhousie University

- Mean student evaluations on a 5-point scale, with 5 as high: overall teaching effectiveness:
 - 4.55/5 (Fall 2023; online course of 216 students)
 - 4.39/5 (Fall 2022; online course of 183 students)
 - 4.43/5 (Fall 2021; online course of 214 students)

Introduction to Organizational Behavior (COMM 2303) (2017-2023), Dalhousie University

- Mean student evaluations on a 5-point scale, with 5 as high: effective instructor:
 - 4.61/5 (Winter 2023; online course of 60 students)
 - 4.72/5 (Summer 2020; online course of 259 students)
 - 4.67/5 (Winter 2020; one section of 54 students)
 - 4.04/5 (Summer 2019; lecture and lab sections for course of 238)
 - 4.21/5 (Winter 2019; one section of 51 students)
 - 4.05/5 (Summer 2017: lecture component only for course of 231 students)
 - 4.25/5 (Winter 2017: one section of 48 students)

Quantitative Management Systems (MGT 486) (2012-2016), University of Nevada, Reno

The primary objective of this course is to provide students with a set of skills that enables them to conduct high-quality organizational research. Sections were capped at (and routinely met) 40 students.

- Mean student evaluations on a 5-point scale, with 5 as high: effective instructor: 4.95/5 (Fall 2014; 2 sections), 4.8/5 (Spring 2014; 1 section), 4.95/5 (Fall 2013; 2 sections), 4.95/5 (Spring 2013; 2 sections), 4.92/5 (Fall 2012; 2 sections)
- Mean student evaluations on a 4-point scale, with 4 as exceptional: overall quality of teaching: 3.65/4 (Spring 2016; 2 sections), 3.75/4 (Fall 2015; 2 sections), 3.75/4 (Spring 2015; 2 sections)

Evidence-Based Management (MGT 491) (2014-2015), University of Nevada, Reno

I developed this course with the primary objective that students develop skills that enable them to recognize, interpret, and use evidence-based recommendations for practice. Sections were capped at 40 students.

- Mean student evaluations on a 5-point scale, with 5 as high: effective instructor: 5.0/5 (Fall 2014; 1 section)
- Mean student evaluations on a 4-point scale, with 4 as exceptional: overall quality of teaching: 3.7/4 (Fall 2015; 1 section)

Organization and Interpersonal Behavior (MGT 323) (2014), *University of Nevada, Reno*

Sections were capped at (and exceeded) 50 students.

- Mean student evaluations on a 5-point scale, with 5 as high: effective instructor: 4.7/5 (Spring 2014; 2 sections).

TEACHING ASSISTANT**Introduction to Organizational Psychology** (Fall 2011), *University of Michigan*

- Mean student evaluations on a 5-point scale, with 5 as high: excellent instructor: 4.85/5.

Leading People and Organizations (Fall 2009, 2010, 2011), *Univ. of Michigan, Ross School of Business*

- Assisted with curriculum development for MBA-level core course
- Graded midterm and final papers (case studies) for Dr. Scott DeRue and Dr. Maxim Sytch

Introduction to Psychology (Fall 2009), *University of Michigan*

- Mean student evaluations on a 5-point scale, with 5 as high: excellent instructor: 4.85/5.

Introduction to Organizational Psychology (Winter 2009), *University of Michigan*

- Mean student evaluations on a 5-point scale, with 5 as high: excellent instructor: 4.82/5.

Research Methods (Fall 2008), *University of Michigan*

- Mean student evaluations on a 5-point scale, with 5 as high: excellent instructor: 4.66/5.

Introduction to Personality Psychology (Fall 2007), *University of Michigan*

- Mean student evaluations on a 5-point scale, with 5 as high: excellent instructor: 4.76/5.

MEDIA COVERAGE

APEX: East Coast Business Magazine (June 2022). A management expert on why civility in the workplace matters. [Published interview]. <https://apexmagazine.ca/issues/june-2022/>

Academes Podcast (October, 2020). Sexual harassment and workplace incivilities explained [Audio podcast interview].

Academica (Sept. 15, 2020). Canadian instructors revise courses for new online environment. [Highlight and feature of my Summer 2020 OB course]. <https://www.academica.ca/top-ten/canadian%20instructors%20revise-courses-%20new-online%20environment>

Dal News: Reader, M. (Sept. 11, 2020). How this prof's organizational behaviour course became a hit with students. [Coverage of my Summer 2020 OB course]. <https://www.dal.ca/news/2020/09/11/how-this-prof-s-organizational-behaviour-course-became-a-hit-wit.html>

Forbes: Emerson, T. (2020). Is your team uncivilized? [Referencing "Selective incivility as modern discrimination in organizations: Evidence and impact" by L.M. Cortina, D. Kabat-Farr, E. Leskinen, M. Huerta, & V. Magley]. Retrieved from https://www.forbes.com/sites/triciaemerson/2020/04/26/is-your-team-uncivilized/?fbclid=IwAR2ZaUkg7Llv17HsftDDZ6pWkWGY4d5c4i9HtEvKorXC6mukWK_16EK1u1A#94d713e1261a

Association for Psychological Science: Employees actively snub bosses who discourage work-life balance (2018). [Review of the paper “Failing to be family-supportive: Implications for supervisors” by B. Walsh, R.A. Matthews, T.H. Toumbeva, D. Kabat-Farr, J. Philbrick, & I. Pavisic]. Retrieved from <https://www.psychologicalscience.org/news/minds-business/employees-actively-snub-bosses-who-discourage-work-life-balance.html>

Dal News: Charlton, M. (2018). *Overqualified and excluded? New Dal research explores workspace incivility*. [Coverage of the grant award “Overqualified but excluded? Understanding incivility experiences of overqualified employees” by D. Kabat-Farr, C. Holmvall, F.M. McKee-Ryan, & B. Walsh]. Retrieved from <https://www.dal.ca/news/2018/01/12/overqualified-and-excluded--new-dal-research-explores-workspace-.html>

Worklaw Jotwell: Stone, K.L. (2012). *Documenting what really goes on in the workplace*. [Review of the paper “Gender harassment: Broadening our understanding of sex-based harassment at work” by E. Leskinen, L.M. Cortina, & D.B. Kabat]. Retrieved from <http://worklaw.jotwell.com/?s=what+really+goes+on>

RESEARCH AND WORK EXPERIENCE

Data Analyst (November 2008-December 2008)

Women’s Studies Department, University of Michigan

- Analyzed quantitative and qualitative survey data
- Synthesized findings and developed a final report

Research Assistant (April 2007-September 2007)

University of Michigan

- Worked with Dr. Fiona Lee on a multiple stage study investigating cultural differences in organizational values.

Research Assistant (September 2004-January 2005)

The Multiple Identities and Interpersonal Interactions Lab, University of Michigan

- Worked with Dr. Margaret Shih on an experimental investigation of the effect of gender and ethnic stereotypes on perception and enjoyment of tasks

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Editorial Roles

Editorial Board Member

Journal of Business and Psychology, ABDC = A (2020 – present)

Journal of Occupational Health Psychology, ABDC = A (2019 – present)

Journal of Occupational and Organizational Psychology, ABDC = A (2018 – present)

Equality, Diversity, and Inclusion: An International Journal, ABDC = B (2017 – present)

Co-editor (2018 - 2019), Special issue on Advancing Research on Selective Incivility Toward Devalued Groups in Organizations; *Equality, Diversity, and Inclusion: An International Journal*

Consulting Editor (2016 – 2017) *Psychology of Women Quarterly*, ABDC = A

Journal Reviewer

Academy of Management Journal
Applied Psychology: An International Review
European Journal of Work and Org Psychology
Group & Organization Management
Human Relations
Human Resource Management
Relations Industrielles/Industrial Relations
International Journal of Employment Studies
International Journal of Stress Management
Journal of Applied Psychology
Journal of Business Ethics

Journal of Organizational Behavior
Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Journal of Managerial Psychology
Journal of Women's Health
Personnel Psychology
Personnel Review
Psychology of Women Quarterly
Political Psychology
Sex Roles
Stress & Health

Department Service

Search Committee Member, Leadership and Organizations Department, Instructor Stream (2024)
Search Committee Member, Leadership and Organizations Department, Limited Term Appt (2024)
MSc Admissions Committee, RSB (2023, 2024)
Area Coordinator, Management Area Group, RSB (2021 – 2023)
Search Committee Chair, Management Area Group, Rowe School of Business (RSB; 2022-2023)
Search Committee Chair, Management Area Group, RSB (2021-2022)
Search Committee Chair, Management Area Group, RSB (2021-2022)
Subcommittee Member – Equality, Diversity, & Inclusion, MBA Program, RSB (2020)
Interim Area Coordinator – Management Area Group, RSB (June 2020)
Search Committee Member, Management Area Group, RSB (2019)
Search Committee Member, Management Area Group, RSB (2019)
MSc Program Committee, RSB (2019 – 2020)
MSc Admissions Coordinator, Management Area Group, RSB (2019 – 2020)
Member, Rapid Task Force for Guidelines for Promotion, Tenure, and Re-appointment, RSB (2017)
Search Committee Member, Management Area Group, RSB (2017)
Department Curriculum Committee Chair, University of Nevada, Reno (2014 - 2016)
Annual Management Department Recruitment Panel Coordinator, Univ. of Nevada, Reno (2012 - 2016)
Department Management Journal Committee Member, University of Nevada, Reno (2012 - 2013)

Other contributions to the department:

Speaker, Dalhousie Accounting Society Women's Week, Rowe School of Business (Mar 2021)
Visiting Scholar Sponsor, CARICOM Faculty Leadership Program, Rowe School of Business (Nov 2019)
Judge, Second Year Throw down Case Competition, Rowe School of Business (July 2019)
Member, Nomination committee for W. Andrew MacKay Alumni Scholarship (Jan 2019)
Speaker, Women in Business Association Event, Rowe School of Business (Nov 2018)
Judge, Ethics in Action Case Competition, Rowe School of Business (Nov 2018)
Judge, JDCC Mock Case Competition, Rowe School of Business (Nov 2017)
Faculty Mentor, Nova Scotia Open Data Competition, Rowe School of Business (Mar 2017)
Ambassador, International Student Success Program, Rowe School of Business (2017-present)
University of Nevada, Reno Graduate Student Association Award Judge (2013 - 2014)

Faculty Service

Member, Faculty of Management, Graduate Coordinating Committee (2023-present)

Member, Faculty of Management, Associate Dean Academic (Acting) Search Committee (2023)
Member, Faculty of Management, Management Research Committee (2023)
Member, Faculty of Management, Associate Dean Graduate Programs Search Committee (2023)
Member, Faculty of Management, FoM Program Committee (2022 – 2023)
Member, Faculty of Management, Associate Dean (Research) Review Committee (2022)
Member, Faculty of Management, Research Strategic Cluster (2021 – 2023)
Member, Faculty of Management, EDIAD Strategic Cluster (2021 – present)
Member, Faculty of Management Tenure and Promotion Committee (2021 – 2022)
Mentor, Dalhousie Faculty Mentorship Program (2019 – present)
Search Committee Member, Dean of Management Search, Dalhousie University (2019)
Search Committee Member, Faculty of Management, Dalhousie University (2017)
Course Coordinator for MGMT 2303 (coordination of a course that I did not teach), Dalhousie University (Fall 2016, Fall 2017)

Other contributions to the faculty:

Moderator, “Meet the Editors” event, Faculty of Management (May 2023)
Guest speaker in MGMT 1302, Faculty of Management (Mar 2019, Mar 2020)
Panelist, SSHRC IDG Tips and Tricks Information Session, Faculty of Management (Dec 2017)
Guest speaker in PUAD 6570 Equity and Diversity in the Public Sector (Dr. Cassin; Dec 2017)
Guest speaker in MGMT 6650 HRM in the Public Sector (Dr. Tarrant; Apr 2017)

University Service

Board member, Research Ethics Board, Dalhousie University (2018 - present)
Member, Wellness Experts at Dal, Human Resources, Dalhousie University (2017 – present)
Faculty representative, Award for Excellence in Online/Blended Course Development, Design, and Delivery selection committee (2023)
Investigator, Office of Human Rights and Equity Services, Dalhousie University (2016 – 2017)

Other contributions to the university:

Moderator, Senate Think Tank, Dalhousie University (Mar 2022)
Panelist, Dalhousie Research Ethics Workshop (Mar 2020)
Consultations with Dalhousie Environmental Health and Safety Office Re: Workplace Violence (Nov – Dec 2018)
Judge, Three Minute Thesis Competition, Faculty of Graduate Studies, Dalhousie University (Feb 2017)

Service to the Academy

Committee Chair, OB Division Academy of Management, Best Practitioner-Oriented Publication Award (2024)
Committee Chair, OB Division Academy of Management Meeting Outstanding Practical Implications for Management Paper Award (2023)
Panelist speaker and moderator, How to Approach the Academic Job Market, Administrative Sciences Association of Canada, Halifax, Nova Scotia (June 2022)
Committee member, Academy of Management Organizational Behavior (OB) Outstanding Practical Implications for Management Paper Committee (2022)
Member, Society of Industrial and Organizational Psychology Working Group: Anti-Harassment Policy (2020 – 2021)
Member, Society of Industrial and Organizational Psychology Anti-Harassment Task Force (2019 – 2020)
Committee member, Academy of Management Gender and Diversity in Organizations (GDO) GDO Best Student Paper Committee (2017)

Chair of workshop and symposia:

Kabat-Farr, D. (2019, August). *#MeToo: Understanding Gender Harassment in Organizations*. Paper session chaired at the Academy of Management Annual Meeting, Boston, MA.

Kabat-Farr, D., & Cortina, L.M. (2019, August). *Selective Incivility: Undermining Ambitions of Inclusion in Organizations*. Symposium chaired at the Academy of Management Annual Meeting, Boston, MA.

Daniels, S.R., Marchiondo, L.M., & Kabat-Farr, D. (2015, August). *Incivility Research Incubator*. Professional Development Workshop chaired at the Academy of Management Annual Meeting, Vancouver, BC.

Kabat-Farr, D., & Walsh, B.M. (2014, August). *Answering the call: New directions in the study of workplace interactions*. Symposium chaired at the Academy of Management Annual Meeting, Philadelphia, PA.

Daniels, S.R., Marchiondo, L.M., & Kabat-Farr, D. (2013, August). *Incivility Research Incubator*. Professional Development Workshop chaired at the Academy of Management Annual Meeting, Orlando, FL.

Kabat, D.B., Marchiondo, L.A., & Cortina, L. M. (2010, April). *Workplace Incivility and Support: Broadening our Perspective on Targets*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Other contributions to the Academy:

External Evaluator, SSHRC Insight Grant Competition (2023, 2024)

Reviewer, SSHRC Insight Development Grant Competition (2022)

Reviewer, National Academies of Science, Engineering, and Medicine, Proceedings of a Workshop: Evaluating the Effectiveness of Interventions to Prevent and Address Sexual Harassment (July 2021)

Reviewer, Hertha Firnberg-Position Award of the Austrian Science Fund (2021)

Reviewer, Society of Industrial and Organizational Psychology Conference (2020)

Reviewer, Academy of Management Conference (2019)

Reviewer, SSHRC Insight Grant Competition (Jan 2019)

Reviewer, Mitacs Elevate Research Grant (Mar 2018)

Reviewer, Atlantic Schools of Business Conference, Gender and Diversity Division (2017, 2018, 2021, 2022)

Service to the Halifax/Nova Scotia Community

Panel Member, YWCA Halifax: Sexual and Gender-based Harassment in the Skilled Trades in Nova Scotia (Mar 2024)

Workshop Facilitator, Navigating the Professional World: Incivility at Work, Military Family Resource Centre, Halifax (Jan 2019)

Consultations with Municipal Government Employees, Region of Queens (Jan 2017)

External Thesis Member

External examiner for PhD thesis (Summer 2023, chaired by Leanne Son Hing, University of Guelph)

External examiner for PhD thesis (Summer 2021, chaired by Dr. Kevin Kelloway, Saint Mary's University)

External examiner for Master's thesis (Summer 2019, chaired by Dr. Kevin Kelloway, Saint Mary's University)

External examiner for PhD thesis (Fall 2018, chaired by Dr. Debra Gilin Oore, Saint Mary's University)

External examiner for Master's thesis (Summer 2017, chaired by Dr. Camilla Holmvall, Saint Mary's University)

External examiner for PhD thesis (Summer 2017, chaired by Dr. Catherine Loughlin, Saint Mary's University)

External examiner for PhD thesis (Fall 2016, chaired by Dr. Gloria Gonzalez-Morales, University of Guelph)

External member on Master's thesis committee (conferred 2015, co-chairs Dr. Mark Simkin and Dr. Dana Edberg, University of Nevada, Reno)

Member Affiliations

Academy of Management

Society for Industrial and Organizational Psychology