**Katherine A. DeCelles**

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**ACADEMIC POSITIONS HELD**

July 1, 2015 - current Associate Professor of Organizational Behavior (with tenure)

Rotman School of Management

Centre for Criminology & Sociolegal Studies (cross-appointment)

April, 2017- current Fellow, Michal Lee-Chin Family Institute for Corporate Social

Responsibility, Rotman School of Management

April, 2016 - current Research Fellow, Behavioural Economics in Action (BEAR)

University of Toronto

July 1, 2016 - current Associate Editor, *Academy of Management Journal*

July 1, 2016-June 30, 2017 Visiting Associate Professor, Negotiations, Organizations and Markets Unit, Harvard Business School

July 1, 2015-June 30, 2016 Visiting Faculty, Management Science & Engineering,

Stanford University (sabbatical leave)

July 1, 2009- June 30, 2015 Assistant Professor of Organizational Behavior,

Rotman School of Management, University of Toronto

2007-2009 Post-doctoral Research Fellow,

University of Michigan, Ann Arbor

**EDUCATION**

2007 Ph.D. Organizational Behavior; University of Maryland, College Park, MD

Committee: Paul E. Tesluk (chair), Susan Taylor, Ken G. Smith, Paul Hanges and Faye Taxman (Criminology)

2001 B.S. Psychology, Certificate in Community Health; Tufts University, Medford, MA

*Summa cum laude* with *highest thesis honors*

**RESEARCH INTERESTS**

Ethical/social issues in organizations; inequality and discrimination; activism and social change; criminal justice and organizations; aggression; crime.

**PEER-REVIEWED PUBLICATIONS**

Kang, S.K., DeCelles, K.A., Tilcsik, A., **Jun, S**. 2016. Whitened résumés: Race and Self-Presentation in the Labor Market. *Administrative Science Quarterly*, 61(3)469–502.

\*\*winner of the Scott W. Richard Scott Award for Distinguished Scholarship, from the Organizations, Occupations, and Work section of the American Sociological Association.

\*\*winner of the Saroj Parasuraman Award for outstanding publication on gender and diversity in organizations from the Gender and Diversity (GDO) divisions of the Academy of Management.

\*\*winner of the research group award, “Paper I’m most likely to tell my friends about” at EGOS conference, 2014.

Eesley, C., DeCelles, K.A. & Lenox, M. 2016. Through the Mud or in the Boardroom: Activist Types and Their Coercive Strategies in Targeting Firms for Social Change. *Strategic Management Journal,* 37: 2425–2440*.*

DeCelles, K.A., & Norton, M.I. 2016. Physical and Situational Inequality on Airplanes Predicts Air Rage. *Proceedings of the National Academy of Sciences*, 113 (20): 5588–5591.

Sonenshein, S., DeCelles, K.A., & Dutton, J. 2014. It’s not easy being green: The Role of self-evaluations in explaining support for environmental issues. *Academy of Management Journal*, 57: 7-37*. \*\*Lead article*

DeCelles, K.A., Tesluk, P.E., & Taxman, F.S. 2013. A Field investigation of multilevel cynicism toward change. *Organization Science,* 24(1): 154-171.

DeCelles, K.A., DeRue, D. S., Margolis, & J., Ceranic, T.L. 2012. Does power corrupt or enable: Moral identity, power and self-serving behavior. *Journal of Applied Psychology*, 97(3): 681-689.

Côté, S., DeCelles, K.A., McCarthy, J., van Kleef, G., & Hideg, I. 2011. The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science*, 22 (8): 1073–1080.

Reynolds, S., Leavitt, K., & DeCelles, K.A. 2010. Automatic ethics: Implicit assumptions and ethical managerial conduct. *Journal of Applied Psychology*, 95 (4): 752–760.

Pfarrer, M.D., DeCelles, K.A., Smith, K.G., & Taylor, M.S. 2008. After the fall: Reintegrating the corrupt organization. *Academy of Management Review*, 33 (3): 730-749.

**MANUSCRIPTS UNDER REVISION**

DeCelles, K.A., DeVoe, S.E., Rafaeli, A. & **Agasi, S**. Fights before Flights: A Stressor-Strain Framework of the Contextual Predictors of Customer Mistreatment. Under revision for *Personnel Psychology*.

Staw, B., DeCelles, K.A., & DeGoey, P. Leadership in the locker room: The Influence of Coaches’ Unpleasant Emotion at Halftime on Team Performance. Under revision for the *Journal of Applied Psychology*.

**MANUSCRIPTS UNDER REVIEW**

DeCelles, K.A., & Aquino, K. Dark Knights: A Model of the Vigilante Syndrome and its Consequences in Organizations. Under review at the *Academy of Management Review*.

DeCelles, K.A., Sonenshein, S., & King, B. Anger and the Immobilization of Institutional Insiders in Social Movements. Under review at *Administrative Science Quarterly.*

**SELECTED WORK IN PROGRESS**

DeCelles, K.A., & Anteby, M. Guarded Relationality: How Workers Overcome Barriers to Care.

DeCelles, K.A. & Zhong, C-B. Beyond the bars: How impurities of prison work affect work-home boundaries and their implications for worker wellbeing.

DeCelles, K.A., & Anteby, M. Deconstructing, Affirming, and Threatening the Social Hierarchy: A Social Interaction Model of Power and Interpersonal Treatment in Organizations.

DeCelles, K.A., & Aquino, K. Vigilantes at work: An empirical investigation.

DeCelles, K.A., Zhong, C-B., **Kim, Y.J., & House, J.** Dirty dungeons and clean cubicles: The ethical implications of workplace cleanliness.

**Ruttan, R. L.,** & DeCelles, K. A. Using construals to bridge emotional distance and foster compassion.

DeCelles, K.A., Flynn, F., & Rouse, E. A Status characteristics theory resolving the mentorship paradox in organizations.

**Jun, S**., Halevy, N., & DeCelles, K. The Push and Pull of Power on Voluntary Third-Party Intervention in Conflict.

DeCelles, K.A., Kouchaki, M., Gino, F., & King, B. Symbolic Contestation and the Paradoxical Effects of Moral Symbols.

***\*Bold name indicates Ph.D. or former Ph.D. student***

**Other publications**

Kang, S.K., DeCelles, K.A., Tilcsik, A., **Jun, S**. 2016. Harvard Business Review (March 29, 2016), *The Unintended Consequences of Diversity Statements.* <http://hbr.org/2016/03/the-unintended-consequences-of-diversity-statements>

Rogers, K., **Toubiana, M**., & DeCelles, K. (2015). Drawing fine lines behind bars: Organizational Research in the Prison Context. *Handbook of Innovative Qualitative Research Methods: Pathways to Cool Ideas and Interesting Papers*. Edited by Kimberly D. Elsbach and Roderick M. Kramer.

DeCelles, K.A. (2011). Finding beauty in unsightly places: invoking countertypical reflection. In Dutton, Jane and Carleson, Arne (Eds.). *Research Alive: Exploring Generative Moments in Doing Qualitative Research.* Copenhagen Business School Press.

DeCelles, K.A. & Pfarrer, M.D. (2004). [Heroes or villains? Corruption and the charismatic leader](http://scholar.google.ca/citations?view_op=view_citation&hl=en&user=oQsnbfAAAAAJ&citation_for_view=oQsnbfAAAAAJ:2osOgNQ5qMEC). *Journal of Leadership & Organizational Studies*, 11 (1), 67-77.

**TEACHING**

Harvard Business School, Negotiations (MBA elective): 6.1/7

University of Toronto, Rotman School of Management

Professor, Leading People in Organizations (MBA Core, working professionals):

January, 2015: 5.8/7

Professor, RSM3091: Organizational Behaviour Ph.D. seminar (no ratings), 2012-2013

Professor, RSM 260: Organizational Behaviour:

Fall, 2009, 6.8/7

Fall, 2010, 6.7/7

Fall, 2011, 6.8/7

Summer, 2014 (4.7/5)

**Ph.D. STUDENT SUPERVISION**

Geordie McRuer, committee member, 2015

Shira Agasi, committee member, 2015

Julian House, committee member, 2015

Alana Arshoff, ILR School committee member, 2014

**Invited Research Talks**

Massachusetts Institute of Technology, Sloan School (September, 2011)

Wharton, Organizational Behavior Junior Faculty Consortium (November, 2011)

SUNY, Buffalo (September, 2014)

Harvard Business School, Organizational Behavior (September, 2014)

Northwestern, Kellogg School of Management (November, 2014)

Columbia Business School (September, 2015)  
Stanford Graduate School of Business (November, 2015)

Berkeley Haas School of Business (February, 2016)

University of California, Los Angeles, Anderson School (March, 2016)  
Jones School of Business, Rice University (April, 2016)

Stanford Management Science and Engineering (May, 2016)

Queens University, Smith School of Business (October, 2016)

Emory University, Goizueta Business School (November, 2016)

Harvard Business School, Negotiations, Organizations & Markets (November, 2016)

Boston College, Carroll School of Management (March, 2017)

Boston University, Questrom School of Business (March, 2017)

Washington University in St. Louis (October, 2017)

National University of Singapore (Spring, 2018)

London Business School (Spring, 2018)

University of Southern California (Fall, 2017)

Dartmouth College, Tuck School (Fall, 2017)  
New York University, Stern School (Winter, 2017)

**GRANTS**

Michael Lee Chin Family Institute for Corporate Citizenship Research Grant ($15,000); 2017

Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Research Grant, Grant # 435-2016-0060, $86,952. April, 2016.

Harvard University Foundations of Human Behavior Initiative award (with Francesca Gino): $40,000. March, 2016.

Skoll Foundation Director’s Grant (Roger Martin); $10,000. June, 2015.

Nanyang Technological University, Singapore NORA grant, Proposal ID 2013-T1-002-048: “The role of executives’ emotions in corporate environmental sustainability.” Award Value: $97,050 (over two years). Co-applicant with Judith Walls, Nanyang Technological University.

Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant, Grant # 435-2013-0086SSHRC award of $72,143 over three years. “Moral Motivations and Whistle-blowing in Organizations”; ranked 6/90.

Michael Lee Chin Family Institute for Corporate Citizenship Research Grant ($5,000); 2012.

Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant, Grant # 410-2010-2320. “Corporate Environmentalism versus Greenwashing: Where Does the Truth Lie?” Award Value: $89,150 (over three years). Co-applicant with Judith Walls, Concordia University.

University of Toronto Excellence Award (UTEA) in the Social Sciences and Humanities. Award Value: $5,625; for supervision of undergraduate research of Sora Jun (2010).

**ACADEMIC HONORS AND AWARDS**

Exemplary board member reviewer, Academy of Management Journal,2014

Exemplary board member reviewer, Academy of Management Journal,2015

Rotman Excellence in Teaching Award (2010- 2013)

Dean’s Fellowship, University of Maryland, 2003-2007

Priscilla N. Dunne Prize for excellence in psychology, 2001

Ethel M. Hayes Scholarship for high academic distinction, 2001

Barrington Citizen’s Scholarship recipient for academic distinction, 1997-2000

Golden Key National Honor Society, 2001

Psi Chi Psychology Honor Society, 2001

Summa cum laude, with highest thesis honors, Tufts University, 2001

**REFEREED PRESENTATIONS**

DeCelles, K.A. & Zhong, C-B. Beyond the bars: How impurities of prison work affect work-home boundaries and their implications for worker wellbeing. 2016 College of Organization Science (COS) program of INFORMS in Nashville, Tennessee, November 13-16, 2016.

DeCelles, K.A., & Norton, M.I. Flying Into a Rage: Inequality on Airplanes Predicts Air Rage Incidents. Presented as part of a showcase research symposium on Inequality as a Barrier to Finding Meaning: Some Causes, Consequences and Challenges of Inequality at the Academy of Management annual meeting in Anaheim, CA, August, 2016.

DeCelles, K.A., DeVoe, S., Rafaeli, A., & **Agasi, S.** Fights before Flights: A Stressor-Strain Framework of the Contextual Predictors of Customer Mistreatment. Presented as part of a research symposium, Emerging Trends on the Micro-Effects of Resources within Organizations, Academy of Management annual meeting in Anaheim, CA. August, 2016.

Kang, S. DeCelles, K., Tilcsik, A. & **Jun, S**. Whitened résumés: Race and Self-Presentation in the Labor Market. Presented as part of a research symposium, The Organizational Consequences of Divergent Perceptions of Diversity, Academy of Management annual meeting in Anaheim, CA. August, 2016.

DeCelles, K.A., & Anteby, M. Caring in the Clink: How Agents of Total Institutions Show Empathy for Captives. Presented in the General Program session Control and Agency in Organizations at the Annual American Sociological Association conference, Seattle, WA, August, 2016.

DeCelles, K.A., & Norton, M.I. Flying Into a Rage: Inequality on Airplanes Predicts Air Rage Incidents. Presented at the Behavioral Decision Research in Management conference in Toronto, ON. June, 2016.

**Ruttan, R. L.,** & DeCelles, K. A. Using construals to bridge emotional distance and foster compassion. Paper to be presented within the symposium The Origins and Consequences of Magnitude Estimation, at the Association for Psychological Science Conference, Chicago, IL. May, 2016.

DeCelles, K.A., Ahmed, M.B., & Norton, M.I. Flying Into a Rage: Inequality between First Class and Economy Predicts Air Rage Incidents. Presented at the Society for Judgment and Decision Making annual conference in Chicago, November 2015.

Zhong, C-B., DeCelles, K.A., **Kim, Y.J., & House, J.** Dirty dungeons and clean cubicles: The ethical implications of workplace cleanliness. Presented at the Academy of Management annual meeting in Vancouver, August 2015.

Staw, B., DeCelles, K.A. & DeGoey, P. Leadership in the Locker Room. Presented as part of a research symposium on sports research and the power of words at the Academy of Management annual meeting in Philadelphia, August 2014.

**Agasi, S.**, DeCelles, K.A., Rafaeli, A. The aversive organizational context and customer aggression. Presented as part of a research symposium on the antecedents and consequences of customers’ misbehavior: Opening the black box at the Academy of Management annual meeting in Philadelphia, August 2014.

Kang, S., DeCelles, K., **Jun, S.** & Tilcsik, A. Whitened résumés: Racial passing and covering in the labor market. Presented as part of symposium on Organizational Dynamics and Worker Outcomes for the sub theme Sub-theme 47: Sustaining Inequality? The Impact of Organizational Practices on Individual Employment Outcomes at the annual EGOS (European Group for Organizational Studies) conference, The Netherlands, 2014.

DeCelles, K.A., Sonenshein, S., & Côté, S. Temper or Tempered? Aligning Anger with Role for Social Change. Presented as part of a research symposium on Social Class at the annual Academy of Management Meeting in Boston in August, 2012.

**McRuer, G**., & DeCelles, K.A. The Qualms of F-Bombs: Delineating the Positive and Negative Effects of Leaders’ Expletive Use on Subordinate Performance. Presented as part of a research symposium at the annual Academy of Management Meeting in San Antonio, TX, August, 2011.

DeCelles, K. A., Pfarrer, M.P. & Moore, C. ‘Til death do us part? Public perceptions of convicted corporations. Presented as part of a research symposium at the annual Academy of Management Meeting in San Antonio, TX, August, 2011.

Côté, S., DeCelles, K.A., McCarthy, J., van Kleef, G., & **Hideg, I.** The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. Presented at the Society for Industrial and Organizational Psychology annual meeting, Chicago, IL, April, 2011.

DeCelles, K.A., Sonenshein, S., & Hoffman, A.J. The radical with a temper: The varied experience of negative emotion and its effects on social change performance. Presented as part of a Showcase Symposium at the Academy of Management Annual Meeting, Montreal, Quebec, August, 2010.

DeCelles, K.A., DeRue, D. S. & Margolis, J. The complexity of the moral self: Moral identity, identity salience, and power. Presented at the Academy of Management Annual Meeting as part of an All-Academy Symposium: Individuals and the natural environment: Forging theoretical and empirical linkages, Chicago, IL, August, 2009.

DeCelles, K.A. Balanced fit: The paradox of employee values in dual-nature organizations. Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

Reynolds, S., Leavitt, K., & DeCelles, K.A. Automatic ethics: Implicit assumptions and ethical managerial conduct. Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

DeCelles, K.A., DeRue, D. S. & Margolis, J. Putting morality and power to action. Presented at GRONEN Annual conference in Nicosia, Cyprus, May, 2008.

DeCelles, K.A., Donaldson, T., & Smith, K.G. Ethical blowback: Unintended consequences of competitive advantage. Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August, 2007.

DeCelles, K.A., Tesluk, P.E., & Taxman, F.S. A Multilevel theory and test of managing reactions to continuous incremental change. Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August, 2007.

Shapiro, D.L., Trevino, L.K. & DeCelles, K.A. Perceiving fair treatment by organizational leaders: How does this affect employees’ willingness to report misconduct? Presented as part of a Showcase Symposium: Ethical and Unethical Behavior in a Knowledge Economy: A Social Exchange Perspective, Academy of Management Annual Meeting, Atlanta, GA, August, 2006.

Margolis, J., Molinsky, A., & DeCelles, K.A. The ethical orientation of managers. Presented as part of a symposium: Decision Making in Organizations, at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006.

Shapiro, D.L., DeCelles, K.A., & Gelfand, M. Revisiting how, and why, employees blow the whistle. Presented as part of All-Academy Showcase Symposium: Justice and Conflict: The Transformation of Injustice in the Workplace, Academy of Management Annual Meeting, Honolulu, HI, August, 2005.

DeCelles, K.A. & Pfarrer, M.D. Heroes or villains? Corruption and the charismatic leader. Presented at the Academy of Management Annual Meeting, New Orleans, LA, August, 2004.

Simpson, S.S., Laufer, W., & DeCelles, K.A. Campbell collaboration: Searching for an empirical foundation for governance. Presented at the Conference for Voluntary Codes of Conduct for Multinational Corporations, New York, NY, May, 2004.

**PROFESSIONAL AFFILIATIONS**

Academy of Management, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology

**EXTERNAL PROFESSIONAL SERVICE**

Associate Editor, Academy of Management Journal (July, 2016-current)

Editorial Board Member, Journal of Applied Psychology (2015-current)

Editorial Board Member, Academy of Management Journal (2011-2016)

Invited presenter: Prolific Junior Faculty Professional Development Workshop, Academy of Management Conference, 2014, 2015

Judge, Annual INFORMS Organization Science Dissertation Competition (2016)

Reviewer: Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly, Journal of Applied Psychology, Organization Science, Psychological Science, Organizational Behavior and Human Decision Processes

Academy of Management All Academy Theme Committee Member, 2009

**INTERNAL PROFESSIONAL SERVICE**

Sustainability major supervisor, 2016-17

OBHR Promotion and tenure committee, 2016

OBHR Selection and Recruitment Committee (both junior and senior faculty searches), 2014

Graduate Department of Management chair search committee member, 2014

Ph.D. Selection, Recruitment, Comprehensive Exams and Evaluations Committees, 2009-present

Faculty Council participation, 2009-present

Rotman Commerce

Undergraduate Programs Committee, 2013-2014

RSM260 Course Coordinator 2011-2012

Graduation Processional invited participant, 2012

Rotman Commerce Open House Recruitment presenter, 2012

Research brown bag (lunch and learn) presenter, 2010

Rotman Sustainability Committee, 2014

**INDUSTRY EXPERIENCE AND INVOLVEMENT**

2010-2014 Consultation and supportive involvement of the Norval Morris Project, National Institute of Corrections, Bureau of Prisons

7/01 – 6/03 Nationwide Research & Consulting, Inc. (NRC); Legal, Crimnal and Financial Research Consultant, Manager

**Major press coverage:**

*Smithsonian Magazine article covering DeCelles et al. (2012) paper on power October, 2012: “Why Power Corrupts”:* [*http://www.smithsonianmag.com/science-nature/Why-Power-Corrupts-169804606.html*](http://www.smithsonianmag.com/science-nature/Why-Power-Corrupts-169804606.html)

*Huffington Post article covering DeCelles et al. (2013) paper on employee cynicism among correctional officers January, 2014:*

[*http://www.huffingtonpost.com/2014/01/15/inspirational-leadership-cynicism-employees\_n\_4576485.html*](http://www.huffingtonpost.com/2014/01/15/inspirational-leadership-cynicism-employees_n_4576485.html)

*Coverage of coauthored work on emotional intelligence and prosociality (Psych Science, 2011)*[Express.be](http://www.express.be/business/fr/hr/lintelligence-emotionnelle-nest-pas-synonyme-de-bonte-humaine/145199.htm)*, on the*[Greater Good Science Center](http://greatergood.berkeley.edu/article/item/the_dark_side_of_emotional_intelligence/)*, and in*[the Atlantic](http://www.theatlantic.com/health/archive/2014/01/the-dark-side-of-emotional-intelligence/282720/)*.*

*Coverage of Kang, DeCelles, Tilcsik & Jun paper on resume whitening:*

<http://www.theatlantic.com/business/archive/2016/03/white-resume-diversity/475032/>

<http://www.bloomberg.com/news/articles/2016-03-17/why-minority-applicants-scrape-race-from-their-r-sum-s>

<http://m.thestar.com/#/article/news/immigration/2016/03/17/jobseekers-resort-to-resum-whitening-to-get-a-foot-in-the-door-study-shows.html>

<http://www.theguardian.com/world/2016/mar/17/jobs-search-hiring-racial-discrimination-resume-whitening-callbacks>

<http://www.thenation.com/article/whiteness-still-pays-on-the-job-market/>

<http://www.newstalk770.com/syn/110/96987/ryan-jespersen-show-whitening-your-resume>

<http://www.macleans.ca/culture/books/duana-taha-explores-why-names-matter/>

<http://siouxcityjournal.com/news/opinion/columnists/cepeda/esther-cepeda-conscious-unconscious-biases-hurt-access-for-minorities/article_4fc71340-e96a-53f9-addb-cd9d31ffae0e.html>

<http://www.yakimaherald.com/opinion/columnists/dark-truths-about-whitened-resumes/article_d810c116-01bf-11e6-8818-93b2d87f9073.html>

<http://www.gazettextra.com/20160413/esther_cepeda_the_disappointing_benefit_of_8216whitening8217_a_r%C3%A9sum%C3%A9>

<http://www.mysanantonio.com/opinion/commentary/article/Sadly-whitening-a-resume-helps-job-7246627.php>

<http://www.pantagraph.com/news/opinion/columns/esther-cepeda/the-disappointing-benefit-of-whitening-a-resume/article_66f600a7-59c9-5e1a-a82b-551dcd678797.html>

*Coverage of DeCelles & Norton (2016) Air rage paper:*

Science Magazine, Citylab, CNN.com (health, top stores and news and buzz), CNN broadcast (Quest Means Business, May 3, 2016), Gizmodo, Ars Technica, BBC, NPR (Wait, wait don’t tell me, May 6, 2016), Financial Times, Economist.com, LA Times, NYMag, QZ.com, Time.com, Fortune Magazine, Boston Globe, The Guardian, the Globe and Mail, Entrepreneur, Mashable, ABC News, CNBC, Irish Times, CTV, Travel + Leisure, Yahoo News, Money Magazine, The Onion, Business Insider, and others.