

STÉPHANE CÔTÉ
Geoffrey Conway Chair in Business Ethics
Professor of Organizational Behavior
Rotman School of Management, University of Toronto
e-mail: scote@rotman.utoronto.ca

ACADEMIC POSITIONS

2019- Geoffrey Conway Chair in Business Ethics, University of Toronto
2019- Director, Clarkson Centre for Business Ethics, University of Toronto
2012- Professor of Organizational Behavior, University of Toronto
2022- Associate Editor, Administrative Science Quarterly
2021 Visiting Scholar, INSEAD
2015-2021 Director, Ph.D. Program, Rotman School of Management, University of Toronto
2012-2013 Associate Editor, Emotion
2008 Visiting Scholar, University of California, Berkeley
2007-2012 Associate Professor of Organizational Behavior, University of Toronto
2001-2007 Assistant Professor of Organizational Behavior, University of Toronto

EDUCATION

2001 Ph.D., Organizational Psychology, University of Michigan
1997 M.A., Organizational Psychology, University of Michigan
1995 B.Sc. (First Class Honours), Psychology, McGill University

AWARDS

Fellow, Association for Psychological Science (elected 2018)
Fellow, International Association of Applied Psychology (elected 2018)
Fellow, Society for Personality and Social Psychology (elected 2017)
Dean Roger Martin Award for Excellence in Teaching, 2012
Dean Roger Martin Award for Excellence in Research, 2006
Excellence in Teaching Awards (MBA program), 2004, 2009, 2011, 2012, 2013, 2021
Excellence in Teaching Awards (undergraduate Commerce program), 2001 to 2007
Nominee for the Aurora Prize for Outstanding New Researcher, SSHRC, 2003

PUBLICATIONS

* PhD student or postdoctoral fellow when project started

Côté, S. (in press). A multidimensional framework for examining the effects of social class on organizational behavior. *Journal of Management*.

Visserman, M.*, Muise, A., Righetti, F., Horne, R. M.*, Le, B. M., Côté, S., & Impett, E. A. (in press). Lightening the load: Perceived partner responsiveness fosters more positive appraisals of relational sacrifices. *Journal of Personality and Social Psychology*.

- Van Kleef, G. A., & Côté, S. (2022). The social effects of emotions. *Annual Review of Psychology, 73*, 629-658.
- Côté, S., Stellar, J. E.*, Willer, R., Forbes, R. C.*, Martin, S. R., & Bianchi, E. (2021). The psychology of entrenched privilege: High socioeconomic status individuals from affluent backgrounds are uniquely high in entitlement. *Personality and Social Psychology Bulletin, 47*, 70-88.
- Le, B. M.*, Côté, S., Stellar, J. E.*, & Impett, E. A. (2020). The distinct effects of empathic accuracy for a romantic partner's appeasement and dominance negative emotions. *Psychological Science, 31*, 607-622.
- Yip, J. A.*, Stein, D. H.*, Côté, S., & Carney, D. R. (2020). Follow your gut? Emotional intelligence moderates the association between physiologically-measured somatic markers and risk-taking. *Emotion, 20*, 462-472.
- He, J. C.*, & Côté, S. (2019). Self-insight into emotional and cognitive abilities is not related to higher adjustment. *Nature Human Behavior, 3*, 867-884.
- Jachimowicz, J. M.*, To, C.*, Agasi, S.*, Côté, S., & Galinsky, A. D. (2019). The gravitational pull of expressing passion: When and how expressing passion elicits status conferral and support from others. *Organizational Behavior and Human Decision Processes, 153*, 41-62.
- Martin, S. R., & Côté, S. (2019). Social class transitioners: Their cultural abilities and organizational importance. *Academy of Management Review, 44*, 618-642.
- Miners, C. T. H., Côté, S., & Lievens, F. (2018). Assessing the validity of emotional intelligence measures. *Emotion Review, 10*, 87-95.
- Van Kleef, G. A., & Côté, S. (2018). Emotional dynamics in conflict and negotiation: Individual, dyadic, and group processes. *Annual Review of Organizational Psychology and Organizational Behavior, 5*, 437-464.
- Barranti, M.*, Carlson, E. N., & Côté, S. (2017). How to test questions about similarity in personality and social psychology research: Description and empirical demonstration of response surface analysis. *Social Psychological and Personality Science, 8*, 465-475.
- Côté, S. (2017). Enhancing managerial effectiveness via four core facets of emotional intelligence: Self-awareness, social perception, emotion understanding, and emotion regulation. *Organizational Dynamics, 46*, 140-147.
- Côté, S., Kraus, M. W., Carpenter, N. C., Piff, P. K., Beermann, U.*, & Keltner, D. (2017). Social affiliation in same-class and cross-class interactions. *Journal of Experimental Psychology: General, 146*, 269-285.
- Martin, S. R., Côté, S., & Woodruff, T. (2016). Echoes of our upbringing: How growing up wealthy or poor relates to narcissism, leader behavior, and leader effectiveness. *Academy of Management Journal, 59*, 2157-2177.

- Côté, S., House, J.*, & Willer, R. (2015). High economic inequality leads higher income individuals to be less generous. *Proceedings of the National Academy of Sciences*, *112*, 15838-15843.
- Côté, S. (2014). Emotional intelligence in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, *1*, 459-488.
- Côté, S. (2014). Positive emotions in organizations. In M. M. Tugade, M. N. Shiota, & L. D. Kirby (Eds.), *Handbook of positive emotions* (pp. 448-462). New York: Guilford.
- Libbrecht, N.*, Lievens, F., Carette, B.*, & Côté, S. (2014). Emotional intelligence predicts success in medical school. *Emotion*, *14*, 64-73.
- Van Kleef, G. A., & Côté, S. (2014). On the social influence of negative emotional expressions. In W. G. Parrott (Ed.), *The positive side of negative emotions* (pp. 126-145). New York: Guilford.
- Côté, S., Hideg, I.*, & Van Kleef, G. A. (2013). The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, *49*, 453-463.
- Côté, S., Piff, P. K., & Willer, R. (2013). For whom do the ends justify the means? Social class and utilitarian moral judgment. *Journal of Personality and Social Psychology*, *104*, 490-503.
- Côté, S., Van Kleef, G. A., & Sy, T. (2013). The social effects of emotion regulation in organizations. In A. A. Grandey, J. M. Diefendorff, & D. E. Rupp (Eds.), *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work* (pp. 79-100). New York: Routledge.
- Yip, J. A.*, & Côté, S. (2013). The emotionally intelligent decision-maker: Emotion understanding ability reduces the effect of incidental anxiety on risk-taking. *Psychological Science*, *24*, 48-55.
- Côté, S., Moskowitz, D. S., & Zuroff, D. C. (2012). Social relationships and intraindividual variability in interpersonal behavior: Correlates of interpersonal spin. *Journal of Personality and Social Psychology*, *102*, 646-659.
- Piff, P. K.*, Stancato, D.*, Côté, S., Mendoza-Denton, R., & Keltner, D. (2012). Higher social class predicts increased unethical behavior. *Proceedings of the National Academy of Sciences*, *109*, 4086-4091.
- Côté, S. (2011). How social class shapes thoughts and actions in organizations. *Research in Organizational Behavior*, *31*, 43-71.
- Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I.* (2011). The Jekyll and Hyde of emotional intelligence: Emotion-regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science*, *22*, 1073-1080.
- Côté, S., & Hideg, I.* (2011). The ability to influence others via emotion displays: A new dimension of emotional intelligence. *Organizational Psychology Review*, *1*, 53-71.

- Côté, S., Kraus, M. W.*, Cheng, B. H.*, Oveis, C., van der Löwe, I.*, Lian, H.*, & Keltner, D. (2011). Social power facilitates the effect of prosocial orientation on empathic accuracy. *Journal of Personality and Social Psychology, 101*, 217-232.
- Côté, S. (2010). Taking the “intelligence” in emotional intelligence seriously. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 127-130.
- Côté, S., Gyurak, A.*, & Levenson, R. W. (2010). The ability to regulate emotion is associated with greater well-being, income, and socioeconomic status. *Emotion, 10*, 923-933.
- Côté, S., Lopes, P. N.*, Salovey, P., & Miners, C. T. H.* (2010). Emotional intelligence and leadership emergence in small groups. *Leadership Quarterly, 21*, 496-508.
- Kraus, M. W.*, Côté, S., & Keltner, D. (2010). Social class, contextualism, and empathic accuracy. *Psychological Science, 21*, 1716-1723.
- Piff, P. K.*, Kraus, M. W.*, Côté, S., Cheng, B. H.*, & Keltner, D. (2010). Having less, giving more: The influence of social class on prosocial behavior. *Journal of Personality and Social Psychology, 99*, 771-784.
- Côté, S., Moon, S.*, & Miners, C. T. H.* (2008). Emotion regulation in the workplace. In C. L. Cooper & N. M. Ashkanasy (Eds.), *Research companion to emotion in organizations* (pp. 284-300). London: Edward Elgar.
- Côté, S. (2007). Group emotional intelligence and group performance. *Research on Managing Groups and Teams, 10*, 309-336.
- Van Kleef, G. A., & Côté, S. (2007). Expressing anger in conflict: When it helps and when it hurts. *Journal of Applied Psychology, 92*, 1557-1569.
- Côté, S., & Miners, C. T. H.* (2006). Emotional intelligence, cognitive intelligence, and job performance. *Administrative Science Quarterly, 51*, 1-28.
- Côté, S., Miners, C. T. H.*, & Moon, S.* (2006). Emotional intelligence and wise emotion regulation in the workplace. *Research on Emotions in Organizations, 2*, 1-24.
- Côté, S., Saks, A. M., & Zikic, J.* (2006). Trait affect and job search outcomes. *Journal of Vocational Behavior, 68*, 233-252.
- Lopes, P. N.*, Côté, S., & Salovey, P. (2006). An ability model of emotional intelligence: Implications for assessment and training. In V. U. Druskat, F. Sala, & G. Mount (Eds.), *Linking emotional intelligence and performance at work* (pp. 53-80). Mahwah, NJ: Erlbaum.
- Côté, S. (2005). A social interaction model of the effects of emotion regulation on work strain. *Academy of Management Review, 30*, 509-530.

Côté, S. (2005). Reconciling the feelings as information and hedonic contingency models of how mood influences systematic information processing. *Journal of Applied Social Psychology, 35*, 1656-1679.

Keller, M. C., Fredrickson, B. L., Ybarra, O., Côté, S., Johnson, K., Mikels, J., Conway, A., & Wager, T. (2005). A warm heart and a clear head: The contingent effects of weather on mood and cognition. *Psychological Science, 16*, 724-731.

Lopes, P. N.*, Salovey, P., Côté, S., & Beers, M. (2005). Emotion regulation abilities and the quality of social interaction. *Emotion, 5*, 113-118.

Sy, T., Côté, S., & Saavedra, R. (2005). The contagious leader: Impact of the leader's mood on the mood of group members, group affective tone, and group processes. *Journal of Applied Psychology, 90*, 295-305.

Côté, S., & Morgan, L. M. (2002). A longitudinal analysis of the association between emotion regulation, job satisfaction, and intentions to quit. *Journal of Organizational Behavior, 23*, 947-962.

Côté, S., & Moskowitz, D. S. (2002). How are moods instigated at work? The influence of relational status on mood. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Managing emotions in the workplace* (pp. 111-134). Armonk, NY: M. E. Sharpe.

Côté, S. (1999). Affect and performance in organizational settings. *Current Directions in Psychological Science, 8*, 65-68.

Zuroff, D. C., Moskowitz, D. S., & Côté, S. (1999). Dependency, self-criticism, interpersonal behavior, and affect: Evolutionary perspectives. *British Journal of Clinical Psychology, 38*, 231-250.

Côté, S., & Moskowitz, D. S. (1998). On the dynamic covariation between interpersonal behavior and affect: Prediction from neuroticism, extraversion, and agreeableness. *Journal of Personality and Social Psychology, 75*, 1032-1046.

Moskowitz, D. S., Brown, K. W., & Côté, S. (1997). Reconceptualizing stability: Using time as a psychological dimension. *Current Directions in Psychological Science, 6*, 127-132.

Moskowitz, D. S., & Côté, S. (1995). Do interpersonal traits predict affect? A comparison of three models. *Journal of Personality and Social Psychology, 69*, 915-924.

LETTERS

Côté, S., & Willer, R. (2020). Replications provide mixed evidence that inequality moderates the association between income and generosity. *Proceedings of the National Academy of Sciences, 117*, 8696-8697.

Piff, P. K.*, Stancato, D. M.*, Côté, S., Mendoza-Denton, R., & Keltner, D. (2012). Reply to Francis: Cumulative power calculations are faulty when based on observed power and a small sample of studies. *Proceedings of the National Academy of Sciences, 109*, E1588-E1588.

NEWS ARTICLES AND BLOGPOSTS

Côté, S. (2020, Spring). The paradox of passion: How it helps you succeed – and how it can backfire. *Rotman Magazine*.

He, J. C.*, & Côté, S. (July 29, 2019). Our experience with the Registered Report format. *Behavioural and Social Sciences at Nature Research*. <https://socialsciences.nature.com/channels/1745-behind-the-paper/posts/51637-our-experience-with-the-registered-report-format>

Côté, S., & Willer, R. (2017). The Republican tax bill will probably make rich people greedier. Here's why. *The Washington Post: Monkey Cage blog* (December 20, 2017).

Côté, S. (2017, Fall). Wealth, narcissism, and leadership. *Rotman Magazine*, 102-106.

Martin, S. R., Côté, S., & Woodruff, T. (May 23, 2016). Growing up wealthy makes leaders more narcissistic. *Harvard Business Review*. <https://hbr.org/2016/05/growing-up-wealthy-makes-leaders-more-narcissistic>

Côté, S., & Kraus, M. W. (2014). Crossing financial lanes. *The New York Times* (October 5, 2014): SR8.

Côté, S. (2007, Fall). How anger affects negotiations. *Rotman Magazine*, 74-76.

Côté, S., Sy, T., & Saavedra, R. (2006, Winter). The contagious leader. *Rotman Magazine*, 54-56.

Côté, S. (2003, Fall). Working with emotional intelligence. *Rotman Magazine*, 32-35.

RESEARCH GRANTS

Self-Insight into Emotional Intelligence and Workplace Effectiveness (\$118,740), Social Sciences and Humanities Research Council of Canada, 2021-2026

Accuracy of Self-Perceived Emotional Intelligence and Workplace Effectiveness (\$167,144), Social Sciences and Humanities Research Council of Canada, 2016-2022

How Social Change Agents' Passion Influences Venture Capitalists' Support of Agents (\$10,000), Michael Lee-Chin Family Institute for Corporate Citizenship, Rotman School of Management (with Shira Agasi), 2014-2015

Emotional Intelligence and Ethical Behavior in Groups and Organizations (\$193,228), Social Sciences and Humanities Research Council of Canada, 2012-2016

Social Class and Prosociality in Organizations (\$9,600), Michael Lee-Chin Family Institute for Corporate Citizenship, Rotman School of Management, 2011-2012

Emotional Intelligence and Ethical Decision-Making (\$9,800), AIC Institute for Corporate Citizenship, Rotman School of Management (with Ivona Hideg and Jeremy Yip), 2009-2010

Emotion Regulation and Conflict Resolution (\$57,680), Social Sciences and Humanities Research Council of Canada (with Gerben A. Van Kleef), 2009-2012

Emotional Intelligence at Work: Associations with Key Workplace Outcomes and Training (\$73,151), Social Sciences and Humanities Research Council of Canada, 2006-2009

Emotional Intelligence in the Workplace (\$80,671), Social Sciences and Humanities Research Council of Canada, 2003-2006

Emotional Intelligence and Job Search (\$30,000), University of Toronto, 2002-2004

PRESENTATIONS

Invited Seminars

Seminar on Research on Social Class and Economic Inequality

INSEAD; University of Pittsburgh; University of Arizona; Cornell University; University of Michigan; Emory University; McGill University; University of California, Los Angeles; University of Maryland; University of North Carolina; University of Southern California; Washington University in St. Louis; Wilfrid Laurier University

Seminar on Research on Emotional Intelligence

INSEAD (2X); Concordia University; Erasmus University Rotterdam; HEC Montréal; Instituto de Empresa; McGill University; Michigan State University; New York University; Queen's University; University of Amsterdam; University of Maryland; Rice University; University of California, Berkeley; University of New South Wales; University of North Carolina; University of Waterloo; University of Western Ontario; Wayne State University; York University

Seminar on Research on Workplace Emotions

London Business School; University of California, Berkeley; Wilfrid Laurier University

Invited Presentations

Keynote Address, International Congress of Applied Psychology, Montréal, Québec, June, 2018. *Emotional intelligence in organizations: A review of 25 years of theoretical advances and empirical findings.*

Invited Speaker, Meeting of the Association for Psychological Science, Chicago, IL, May, 2016. *Economic inequality and generosity.*

Invited Speaker, Conference on Inequality, Trust, and Ethics, London, UK, May, 2015. *Economic inequality leads higher income individuals to be less generous.*

Keynote Speaker, Consortium for Research on Emotional Intelligence in Organizations, Cambridge, MA, December, 2013. *Emotional intelligence: Recent theoretical advances and research findings.*

Keynote Speaker, Dutch-Flemish Symposium on Recruitment and Selection Research, Ghent, Belgium, October, 2010. *Emotional intelligence: Recent theoretical advances and research findings*.

Invited Speaker, Meeting of the Association for Psychological Science, San Francisco, CA, May, 2009. *Emotion regulation abilities and career success*.

Chaired Symposia

Côté, S. (2012, August). *The manifestations of social class in organizations*. Symposium conducted at the meeting of the Academy of Management, Boston, MA.

Côté, S., & van Knippenberg, D. (2009, August). *The social effects of emotions in organizations: Mechanisms and moderators*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S. (1999, August). *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Conference Presentations (Lead Author)

Côté, S. (2019, August). Discussant. In T. He & P. Belmi (chairs), *The psychology of employee financial vulnerability and its effects on organizational behavior*. Symposium conducted at the meeting of the Academy of Management, Boston, MA.

Côté, S. (2017, August). Theoretical challenges in studying the effects of social class on organizational behavior. Invited presentation at the Professional Development Workshop, *Social class inequality: Research perspectives and networking*, Gender and Diversity in Organizations Division, Meeting of the Academy of Management, Atlanta, GA.

Côté, S. (2016, October). Social class, inequality, and prosocial behavior. Paper presented at the meeting of the *Society of Experimental Social Psychology*, Santa Monica, CA.

Côté, S., House, J., & Willer, R. (2016, August). *How economic inequality and income shape self-beliefs and worldviews*. Paper presented at the Inequality and Decision Making Conference of the Tobin Project, Cambridge, MA.

Côté, S., & McCarthy, J. M. (2016, January). Accuracy of self-rated emotional intelligence and job performance. In E. C. Carlson & L. Human (chairs), *Is it best to be accurate or biased? Real world consequences of self-knowledge and accurate interpersonal perceptions*. Symposium conducted at the meeting of the Society for Personality and Social Psychology, San Diego, CA.

Côté, S. (2014, May). The dynamics of interpersonal interactions across and within social classes. In P. K. Piff (chair), *Wealth and independence across different periods, populations, people, and psychologies*. Symposium conducted at the meeting of the Associate for Psychological Science, San Francisco, CA.

Côté, S., Piff, P. K., & Willer, R. (2013, January). Social class, compassion, and utilitarian moral judgment. In D. Cameron (chair), *Compassion: Social causes and moral consequences*. Symposium conducted at the meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Côté, S. (2012, August). Discussant. In J. I. Menges, M. Milovac, & P. Lopes (chairs), *Emotion expression and suppression at work: Theoretical considerations and new empirical evidence*. Symposium conducted at the meeting of the Academy of Management, Boston, MA.

Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & Hideg, I. (2011, April) The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. In S. Kaplan & J. Cortina (chairs), *Understanding and managing workplace emotions: Measures, predictors, processes, and outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Côté, S. (2011, April). Discussant. In L. Petitta & J. Diefendorff (chairs), *Advances in understanding the links of emotions and context*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Côté, S., & Huy, Q. N. (2009, August). The nature and function of collective emotional abilities. In Q. N. Huy (chair), *The influence of affective processes on collective outcomes*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S. (2009, June). *Teaching emotional intelligence*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Ann Arbor, MI.

Côté, S., Hideg, I., & Van Kleef, G. A. (2008, August). A model of the strategic management of emotions in conflict resolution. In S. Wiltermuth (chair), *Effects of anger on behavior and judgment*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.

Côté, S., & Sanchez-Burks, J. (2008, August). Emotional intelligence. Invited presentation at the Professional Development Workshop, *The experience, management, and implications of emotions at work*, Organizational Behavior Division, Meeting of the Academy of Management, Anaheim, CA.

Côté, S. (2008, August). Publishing. Invited presentation at the Professional Development Workshop, *How to improve your chances of publishing in a top-tiered journal*, Organizational Behavior Division, Meeting of the Academy of Management, Anaheim, CA.

Côté, S. (2008, April). Teaching emotional intelligence in the classroom. In P. Radhakrishnan (chair), *Experiential learning: Grounding ourselves in research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Côté, S., & Miners, C. T. H. (2007, August). Emotional intelligence, positive emotions displays, and leadership emergence. In S. Nifadkar & K. G. Corley (chairs), *Emotions research: Pushing theoretical and empirical frontiers*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.

Côté, S. (2007, June). *Group emotional intelligence and group performance*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, June). *Teaching emotional intelligence in the core MBA and EMBA classrooms*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, April). Discussant. In H.-A. M. Johnson & P. Spector (chairs), *New directions in emotional intelligence research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Côté, S., & Golden, B. R. (2006, August). Emotional intelligence and burnout among leaders. In G. A. van Kleef, A. C. Homan, & N. M. Ashkanasy (chairs), *Exploring the role of emotion in leadership*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

Côté, S., & Toh, S. M. (2006, August). Emotion regulation and job satisfaction: The moderating role of the emotional demands of the job. In S. J. Ashford & E. Darling (chairs), *Making emotions work: emotion regulation and its implications for action*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

Côté, S., Lopes, P. N., & Salovey, P. (2006, May). Emotional intelligence and leadership emergence. In P. Papadogiannis (chair), *The impact of emotional intelligence on leadership and workplace performance*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Côté, S. (2006, July). Can emotion regulation reduce employees' strain? In A. Rafaeli & D. Zapf (chairs), *The psychology of service: Service climate, service interaction, customer satisfaction and service provider well-being*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, July). Cross-level moderators of the association between emotional intelligence and individual outcomes. In N. M. Ashkanasy (chair), *Emotion at multiple levels of organization*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, May). *Group emotional intelligence and group performance*. Paper presented at the conference on Research on Managing Groups and Teams in Organizations, Palo Alto, CA.

Côté, S. (2005, June). *A social interaction model of the effects of emotion regulation*. Paper presented at the conference on Affect and Emotions in Organizational Behavior, Rotterdam, Netherlands.

Côté, S. (2005, April). Do emotionally intelligent people manage their emotions wisely? In R. H. Gosserand & J. M. Diefendorff (chairs), *Toward a better understanding of emotion regulation at work*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Côté, S. (2002, August). *Effects of mood on the discernment of varying levels of employee performance in performance appraisals*. Paper presented at the meeting of the Academy of Management, Denver, CO.

Côté, S., & Sy, T. (2002, August). *Emotional intelligence: A key ability to succeed in the matrix organization*. Paper presented at the meeting of the Academy of Management, Denver, CO.

Côté, S. (2002, July). *A longitudinal analysis of the association between emotion regulation and work strain*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.

Côté, S., Lopes, P. N., & Salovey, P. (2002, July). *Emotional intelligence and work group outcomes*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.

Côté, S., & Morgan, L. M. (2000, August). "Put on a happy face!" Stress implications of emotional labor at work. In A. M. O'Leary-Kelly (chair), *Emotional labor: An expansion of current conceptualizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (2000, August). *Interpersonal predictors of affect in organizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (1999, August). A conditional model of the role of individual differences in organizations. In S. Côté (chair), *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S. (1998, May). *Productivity and affect are associated within short time periods*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Côté, S., & Moskowitz, D. S. (1997, August). *Affective experiences associated with power in organizations*. Paper presented at the meeting of the Academy of Management, Boston, MA.

Côté, S. (1996, August). Personality, behavior, and affect: A dynamic perspective. In D. S. Moskowitz (chair), *Stasis to process in behavior and affect*. Symposium conducted at the meeting of the American Psychological Association, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (1996, May). *Récentes conceptions de la personnalité: Analyses idiographiques et nomothétiques*. Paper presented at the meeting of the Association Canadienne-Française pour l'Avancement des Sciences, Montréal, Québec.

TEACHING

Courses Taught

Rotman School of Management, University of Toronto

MBA program

2015-now The Socially Intelligent Manager (elective)
2013-2014 Leading People in Organizations (core)
2008-2011 Managing People in Organizations (core)
2003-2007 Leadership (core)

Ph.D. program

2015-2021 Research Methods in Business
2013, 2015 Advanced Topics in Organizational Behavior
2006-2008 Quantitative Research Methods in Organizational Behavior
2006 Methods and Research in Organizational Behavior

Undergraduate Commerce program

2022-now The Socially Intelligent Manager (elective)
2002-2008 Individual and Group Behavior in Organization

Department of Psychology, University of Michigan

Undergraduate psychology program

1997-2001 Advanced Laboratory in Organizational Psychology
1998 Introduction to Social Psychology
1997 Introduction to Organizational Psychology

Executive Education Sessions

Emotional Intelligence for Leaders
Effective Decision-Making in Teams

Post-Doctoral Advisor

2017-2019 Bonnie Le (now Assistant Professor of Psychology, University of Rochester)
2014-2016 Jennifer Stellar (now Assistant Professor of Psychology, University of Toronto)

Doctoral Dissertation Committees

Doctoral Dissertation Chair or Co-Chair:

- 2017-2019 Ray Fang (now Assistant Professor, Boise State University)
Title: *Class Advantage in White-Collar Organizations: An Investigation of Parental Income, Work Resources, and Job Success*. Dissertation defended August 20, 2019. Co-chair: Brian Connelly
- 2013-2015 Shira Agasi (now Data Scientist, Payoneer)
Title: *Changing Behaviors One Passionate Conversation at a Time: How Agents' Passion about Issues or Activities Influence Listeners' Support*. Dissertation defended May 26, 2015.
- 2009-2012 Ivona Hideg (now Ann Brown Chair in Organization Studies and Associate Professor at York University)
Title: *The Effects of Up-Regulated Happiness on Others' Prosocial Behavior: The Role of Cultural Thinking Style*. Dissertation defended June 11, 2012.
- 2009-2011 Jeremy Yip (now Assistant Professor, Georgetown University)
Title: *Understanding the Source of Emotions: Emotions, Emotional Intelligence, and Decision Making*. Dissertation defended August 10, 2011.
- 2007-2011 Sue Moon (now Assistant Professor, SUNY)
Title: *East Meets West: The Cultural-Relativity of Emotional Intelligence*. Dissertation defended April 13, 2011.
- 2006-2008 Christopher Miners (now Associate Professor, Queen's University)
Title: *It Is Who You Know and What You Know: An Examination of the Relations among Emotional Intelligence, Social Network Centrality, and Performance*. Dissertation defended July 16, 2008. Co-chair: Gary Latham.

Doctoral Dissertation Committee Member:

- 2019- Joyce He
2017-2019 Thora Bjornsdottir, Department of Psychology
2016-2019 Yeun Joon Kim
2015 Bonnie Le, Department of Psychology
2013-2015 Julian House
2007-2013 Michelle Lalonde, Faculty of Nursing
2009-2013 Alexander Garcia Muradov
2003-2006 Robin Church
2002-2005 Deborah MacKenzie
2002-2003 Peter Heslin

External Assessor:

- 2020- Chloé Parenteau (Université du Québec à Montréal)

2019	Dylan Wiwad (Simon Fraser University)
2018	Annika Hillebrandt (Wilfrid Laurier University)
2010	Eugene Tee (University of Queensland)
2009-2013	Victoria Visser (Rotterdam School of Management)
2008-2011	Nele Libbrecht (Ghent University)

New Course Development

The Socially Intelligent Manager (undergraduate and MBA, with Jeremy Yip and John Oesch)
 Leadership (MBA)
 Quantitative Research Methods in Organizational Behavior (Ph.D., with Geoffrey Leonardelli)

EXTERNAL SERVICE

Editorial Board Memberships

Current:

Affective Science (2019-)
 Organizational Psychology Review (2009-)

Past:

Academy of Management Journal (2011-2020)
 Academy of Management Review (2008-2017)
 Administrative Science Quarterly (2014-2020)
 Journal of Management (2008-2011)
 Organizational Behavior and Human Decision Processes (2010-2012)
 Personnel Psychology (2017-2019)

Grant Selection Committees

Ontario Graduate Scholarship panel chair, 2010
 Social Sciences and Humanities Research Council of Canada standard research grants selection committee, Committee 21 (Management), 2007

Judge

Verity International Award for Overall Outstanding Paper in Management, Canadian Journal of Administrative Science, 2006

INTERNAL SERVICE

Rotman School of Management, University of Toronto

PhD Program Director, 2015-2021
 OBHRM PhD Program Coordinator, 2009-2014
 Rotman PhD Program Committee chair, 2013-2014
 Rotman PhD Program Committee member, 2009-2013
 Promotions Committee, 2013-2014

OBHRM Faculty Search Committee, 2003, 2005, 2006, 2008, 2009, 2013
Marketing Faculty Search Committee (Provostial Assessor), 2010-2011
MBA Task Force for Development of Core MBA Curriculum, 2011
Rotman MBA Programs Committee, 2004-2007
Rotman Centres and Research Committee, 2008-2009
OBHRM Speaker Series Coordinator, 2005-2006; 2006-2007
OBHRM Ph.D. Committee, 2004-2006
OBHRM Ph.D. Admissions Committee, 2004
MBA Integrative Management Challenge Committee, 2005-2006
Teaching Effectiveness Seminar, October 21, 2004
Commerce Summer Mentorship Program Presentation: *Emotional intelligence*, July 29, 2004
Life-Long Learning Seminar: *Emotional intelligence*, June 4, 2004

Department of Psychology, University of Michigan

Graduate Committee, 1999-2000
Organizational Psychology Area Executive Committee, 1995-1996
Organizational Psychology Area Ph.D. Admissions Committee, 1995-1996
Departmental Associate, 1997-1999
Coordinator, Graduate School Orientation, 1998-1999
Coordinator, Organizational Psychology Seminar Series, 1996-1997

MEDIA MENTIONS

From: Self-insight into emotional and cognitive abilities is not related to higher adjustment.

- New Insights into Self-Insight: More May Not Be Better. August 27, 2019. Scientific American.
<https://www.scientificamerican.com/article/new-insights-into-self-insight-more-may-not-be-better/>

From: Echoes of our upbringing: How growing up wealthy or poor relates to narcissism, leader behavior, and leader effectiveness.

- Trump Doesn't Want 'a Poor Person' Running the Economy, but Research Suggests he Should Rethink That. June 25, 2017. MarketWatch.
<http://www.marketwatch.com/story/president-trump-doesnt-want-a-poor-person-running-the-economy-why-that-could-be-a-mistake-2017-06-22>

From: The emotionally intelligent decision-maker: Emotion understanding ability reduces the effect of incidental anxiety on risk-taking.

- How Emotional Intelligence Can Improve Decision-Making. November 26, 2013. Huffington Post.
http://www.huffingtonpost.com/2013/11/22/emotional-intelligence-decision-making_n_4310192.html
- Science Says: Go With Your Gut. February 14, 2014. Profitguide.com
<http://www.profitguide.com/manage-grow/leadership/science-says-go-with-your-gut-62093>

From: For whom do the ends justify the means? Social class and utilitarian moral judgment

- Our Inconsistent Ethical Instincts. March 31, 2013. *The New York Times*.
http://www.nytimes.com/2013/03/31/opinion/sunday/how-firm-are-our-principles.html?_r=1&
- The Rich Are Differently Moral. April 2, 2013. *Huffington Post*.
http://www.huffingtonpost.com/matthew-hutson/the-rich-are-differently-_b_2990395.html

From: The consequences of faking anger in negotiations

- In Negotiations, Anger Helps Unless It's Fake. January 17, 2013. *Wall Street Journal*.
<http://blogs.wsj.com/ideas-market/2013/01/17/in-negotiations-anger-helps-unless-its-fake/>
- Faking Anger Not Always Wise: Study. January 28, 2013. *The Globe and Mail*.
<http://www.theglobeandmail.com/report-on-business/careers/management/bring-staff-together-with-random-lunch-dates/article7868066/>

From: The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior

- Why Having “Social Skills” Doesn’t Make You a Better Manager. April 29, 2011. *CBS Interactive Business Network*.
<http://www.bnet.com/blog/business-research/why-having-8220social-skills-8221-doesn-8217t-make-you-a-better-manager/1421>
- The Dark Side of Emotional Intelligence. January 2, 2014. *The Atlantic*.
<http://www.theatlantic.com/health/archive/2014/01/the-dark-side-of-emotional-intelligence/282720/>

From: Emotional intelligence, cognitive intelligence, and job performance

- Intelligently Emotional. July 31, 2006. *The Economist*.
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From: A longitudinal analysis of the association between emotion regulation, job satisfaction, and intentions to quit

- Report on Business Television: AM Business with Amanda Lang. December 2002.
- Fake Smile Raises Job Satisfaction. December 19, 2002. *The Globe and Mail*.

From: Higher social class predicts increased unethical behavior

- How do we increase empathy? January 29, 2015. *New York Times*.
<http://www.nytimes.com/2015/01/29/opinion/nicholas-kristof-how-do-we-increase-empathy.html>
- L'Éthique et les Riches. March 4, 2012. *Dessine-Moi un Dimanche (Radio-Canada)*.
http://www.radio-canada.ca/emissions/dessine_moi_un_dimanche/2011-2012/chronique.asp?idChronique=205861

From: Social class, contextualism, and empathic accuracy

- As for Empathy, the Haves Have Not, January 2, 2011. *The New York Times*.
http://www.nytimes.com/2011/01/02/fashion/02studied.html?_r=1
- The Unfeeling Rich? December 4, 2010. *The Wall Street Journal*.
<http://online.wsj.com/article/SB10001424052748704679204575647111498958730.html>

From: Having less, giving more: The influence of social class on prosocial behavior

- The Charitable-Giving Divide. August 22, 2010. *The New York Times*.
<http://www.nytimes.com/2010/08/22/magazine/22FOB-wwln-t.html>
- Wealth, Poverty and Compassion: The Rich are Different from You and Me. July 29, 2010. *The Economist*.
<http://economist.com/node/16690659>
- Poor People More Charitable than the Wealthy. August 8, 2010. *National Public Radio*.
<http://www.npr.org/templates/story/story.php?storyId=129068241>
- Are the Poor more Charitable than the Rich? August 9, 2010. *The Wall Street Journal*.
<http://blogs.wsj.com/wealth/2010/08/09/are-the-poor-more-charitable-than-the-rich>

From: The contagious leader: Impact of the leader's mood on the mood of group members, group affective tone, and group processes

- Smile—Your Work Group Smiles; Frown—They Work Harder. June 20, 2005. *The Globe and Mail*.
- Case Study. August 18, 2005. *The Times (UK)*.