

August 2022

# CURRICULUM VITAE

## PERSONAL

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**Name:** John P. Trougakos

**University address:** Department of Management,  
University of Toronto Scarborough  
Rotman School of Management, University of Toronto  
Graduate Department of Management  
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## EDUCATIONAL BACKGROUND

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**Ph.D.** Purdue University, 2006  
Major: Management (Organizational Behavior / Human Resource Management)  
Minor: Industrial / Organizational Psychology  
Thesis: The impact of employee emotion regulation strategies on perceptions of social competence, LMX relationships, and job performance (Advisor: Stephen G. Green)

**M.B.A.** Oklahoma State University, 2002

**B.Sc.** Oklahoma State University, 2000  
Major: Biology

## ACADEMIC APPOINTMENTS

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**2022- Present** Professor  
The University of Toronto  
Scarborough - Management Department  
Rotman School of Management  
Graduate Department of Management

**2016-2022** Associate Chair Research – Department of Management, University of

Toronto – Scarborough

- 2013-2022** Associate Professor  
The University of Toronto  
Scarborough - Management Department  
Rotman School of Management (Cross-appointment)  
Graduate Department of Management (Graduate appointment)
- 2007-2013** Assistant Professor  
The University of Toronto  
Scarborough Management Department  
Rotman School of Management
- 2006-2007** Assistant Professor (Provisional)  
The University of Toronto  
Scarborough Management Department  
Rotman School of Management
- 2002-2005** Research Assistant, Military Family Research Institute (Lafayette, Ind.),  
Supported by Department of Defense Grant (H. Weiss, S. Macdermid, S. Green, Co-Principal Investigators).

## HONORS AND AWARDS

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- 2022** Most Downloaded Articles of 2021 (Number one – 7413 downloads),  
*Journal of Applied Psychology*, (Working in a pandemic: Exploring the  
impact of COVID-19 health anxiety on work, family, and health  
outcomes)
- 2021-Present** Staples Canada Work from Anywhere Advisory Council
- 2021** Dean’s Merit Award for Research
- 2016** Academy of Management, Human Resources Division Showcase  
Symposium
- 2013** Best Paper Award, *Journal of Organizational Behavior* 2012
- 2011** Best Paper Award OB Division at the 2011 Annual Meeting of the  
Academy of Management.

- 2006** Outstanding graduate student teaching award, Krannert School of Management, Purdue University
- 2004** Outstanding graduate student teaching award, Krannert School of Management, Purdue University
- 2002** Ross doctoral fellowship. Purdue University: Awarded to outstanding incoming graduate students based on academic and scholarly achievements and abilities.

## PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

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### EDITORIAL BOARD MEMBERSHIPS

<i>Personnel Psychology</i>	2020-Present
<i>Journal of Business Psychology</i>	2009-Present
<i>Academy of Management Journal</i>	2012-2018
<i>Journal of Management</i>	2012-2016

### PROFESSIONAL AFFILIATIONS

Academy of Management

## ACADEMIC HISTORY

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### RESEARCH GRANTS

- 2020-2022** Toronto Cannabis and Cannabinoid Research Consortium (TC3): ‘Plant to Policy.’ Institutional Strategic Initiatives grant. \$2,159,000.
- 2014-2023** Why are we not taking Our Breaks? Examining Predictors of Employee Work Break Choices. 2013 SSHRC Insight Research Grant, \$202,433.
- 2011-2014** *The Road Most Travelled: Examining the Impact of Employees’ Daily Work Commutes on Job Productivity and Mental Well-Being.* 2011. Connaught New Researcher Grant. \$10,000.
- 2008-2013** *Dynamic Daily Process of Work Recovery.* 2007 SSHRC Standard Research Grant, \$83,910.
- 2008-2013** *Not Saying a Word: Exploring Employee Silence* (with D. Zweig). 2007 SSHRC Special Call for Research Grants in Management, \$87,500.

## RESEARCH AND PUBLICATIONS

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## REFEREED JOURNAL ARTICLES

- Yoon S., McClean S.T., Chawla N., Kim J.K., Koopman J., Rosen C.C., **Trougakos J.P.**, McCarthy J.M. (2021). Working Through an ‘Infodemic’: The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors. *Journal of Applied Psychology*, *106*, 501–517. <https://doi.org/10.1037/apl0000913>.
- Trougakos, J. P.**, Chawla, N., & McCarthy, J.M. (2020)\*. Working in a Pandemic: Exploring the Impact of COVID-19 Anxiety on Work, Family, and Health Outcomes. *Journal of Applied Psychology*, *105*, 1234–1245. <https://doi.org/10.1037/apl0000739>.  
(\*All authors contributed equally).
- Bennett, A. A., Gabriel, A. S., Calderwood, C., Dahling, J.J., & **Trougakos, J. P.** (2019). Examining Recovery Experiences among Working College Students: A Latent Profile Investigation. *Journal of Vocational Behavior*, *115*, Article 103329.
- Gabriel, A. S., Podsokoff, N.P., Beal, D.J., Scott, B.A., Sonnentag, S., **Trougakos, J.P.**, & Butts, M.M. (2019). Experience Sampling Methodology: A Discussion of Critical Trends and Considerations for Scholarly Advancement. *Organizational Research Methods*, *22*, 969-1006.
- Calderwood, C., Bennett, A. A., Gabriel, A. S., **Trougakos, J. P.**, & Dahling, J.J. (2018) Too anxious to help? Off-job affective rumination as a linking mechanism between work anxiety and helping. *Journal of Occupational and Organizational Psychology*, *91*, 681-687.
- Bennett, A. A., Gabriel, A. S., Calderwood, C., Dahling, J. J., & **Trougakos, J. P.** (2016). Better together? Examining profiles of employee recovery experiences. *Journal of Applied Psychology*, *101*, 1635-1654. doi:<http://dx.doi.org/10.1037/apl0000157>
- McCarthy, J.M., **Trougakos, J.P.**, & Cheng, B.H. (2016). The High Cost of Workplace Anxiety: Evidence of its Detrimental Impact for Workplace Effectiveness and Examination of Personal Mitigating Factors. *Journal of Applied Psychology*, *101*, 279-291.
- Trougakos, J.P.**, Beal, D.J., Cheng, B.H., & Hideg, I., & Zweig, D. (2015). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*, *100*, 227-236
- Trougakos, J.P.**, Hideg, I, Cheng, B.H., & Beal, D.J. (2014). Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, *57*, 405–421.
- Ten Brummelhuis, L.L., & **Trougakos, J. P.** (2014). The recovery potential of intrinsically

versus extrinsically motivated off-job activities. *Journal of Occupational and Organizational Psychology*, 87, 177–199.

Beal, D.J., **Trougakos, J.P.**, Dalal, R., & Weiss, H.M. (2013). Affect spin predicting strength of daily and episodic stressor-strain processes. *Journal of Applied Psychology*, 98, 593-605.

Connelly, C., Zweig, D., Webster, J., & **Trougakos, J.P.** (2012). Knowledge hiding in organizations. *Journal of Organizational Behavior*, 33, 64-88.

**Trougakos, J.P.**, Jackson, C.L., & Beal, D.J. (2011). Service without a smile: Comparing the consequences of neutral and positive display rules. *Journal of Applied Psychology*, 96, 350-362.

**Trougakos, J.P.**, Beal, D.J., Green, S.G., & Weiss, H.M. (2008). Making the break count: An episodic examination of recovery activities, emotional experiences and performance of positive affective displays. *Academy of Management Journal*, 51, 131-146.

**Trougakos, J.P.**, Green, S.G., Bull, R.A., MacDermid, S.M., & Weiss, H.M. (2007). Influences on job-seeking self-efficacy of spouses of enlisted military personnel. *Human Performance*, 20, 391-413.

Beal, D.J., **Trougakos, J.P.**, Weiss, H.M., & Green, S.G. (2006). Episodic processes in emotional labor: Perceptions of affective delivery and regulation strategies. *Journal of Applied Psychology*, 91, 1053-1065.

## INVITED CHAPTERS

Beal, D.J. & **Trougakos, J.P.** (2012) Episodic intrapersonal regulatory processes: Or, dealing with life as it happens. *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work*, Grandey, A. Dieffendorf, J., Rupp, D. E. (Eds.). In A. Brief, K. D. Elsbach, and M. Frese's Organizational and Management Series (pp. 31-55). New York, New York: Psychology Press/Routledge.

Guo, J., Rupp, D.R., Weiss, H., & **Trougakos, J.P.** (2011). Justice in Organizations: A person-centric perspective. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Research in Social Issues in Management* (Vol. 7, pp. 3-32). New York. Information Age Publishing.

**Trougakos, J.P.**, & Hideg, I. (2009). Momentary work recovery: The role of within day work

breaks. In S. Sonnentag, P. L. Perrewé, & D. C. Ganster (Eds.), *Research in Occupational Stress and Well-Being* (Vol. 7, pp. 37-84). Oxford, UK: JAI Press.

## REFEREED CONFERENCE PROCEEDINGS

**Trougakos, J.P.**, Hideg, I., & Cheng, B.H. (2011). Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue. *Academy of Management Annual Meeting Proceedings*, 1-6.

## PRESENTATIONS

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### REFEREED CONFERENCE PRESENTATIONS

Chawla, N., McClean, S. T., Yoon, S., Koopman, J., Kim, J. K., Rosen, C. C., **Trougakos, J. P.**, & McCarthy, J. M. (2022). Blurring the Boundaries: Understanding the Gender-Dependent Impact of Daily Home-Work Boundary Permeations. In: *Navigating the Work-Life Interface During the COVID-19 Pandemic*. Chairs: Yoon, S., Chawla, N., Zipay, K. Presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle WA.

Beal D.J., Chawla N., McCarthy J.M., & **Trougakos J.P.** (2021). Trajectories of Fear and Hope in the Midst of a Global Pandemic. In: *Employee Emotions during COVID-19 and Their Impact on Performance and Well-Being*, Chairs: S. B. Barli, A. Dutli, & N. Chawla. Presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (Virtual).

Yoon, S., McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., **Trougakos, J. P.**, & McCarthy, J. M. (2021). Working Through an ‘Infodemic’: The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors. In S. B. Barli, A. Dutli, & N. Chawla (Chairs), *Employee Emotions during COVID-19 and their Impact on Performance and Well-Being*. Symposium Presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (Virtual).

Nolan, T.M, Diefendorff, J.M., & **Trougakos, J.P.** (2020). The Effects of Pre-work Strategies on Psychological Engagement and Well-Being. In: *New Insights Into Day-Level Work-Nonwork Relationships*. Chairs: Fritz, C., & Taylor, M.R. Presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual.

Nolan, T.M, Diefendorff, J.M., Krantz, D.J., & **Trougakos, J.P.** (2020). Dissecting Surface Acting: Distinguishing Faking from Suppression. In: *When and Why Does Emotion Regulation Occur? A Within-Person Perspective*, Chairs: Gabriel, A.S. Nikhil, A., & Rosen, C.C.. Was to be Presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Austin TX. (Cancelled due to COVID).

- Trougakos J.P.** (2019). Discussant for Symposium Titled: Improving Employees' Well-Being and Performance through Recovery at Work. Chairs: Kim, S. Presented at the Annual Conference of the Academy of Management, Boston, MA.
- Hobfoll S., Bamberger, P., Chang, C., Fritz, C., Sonnentag, S., Ten Brummelhuis L.L., **Trougakos, J.P.**, Turban, D., Wang, M., Westman, M. (2019). Organizers: Sun, S., Uy, M.A., & Chen, H. Resources in Organization Research: Past, Present, and Future. Professional Development Workshop Panel at the Annual Conference of the Academy of Management, Boston, MA.
- Hulsheger U., Niven K., Ozcelik H., Rafaeli A., Semmer N., **Trougakos J.P.** (2019). Emotional Labor: Debating Conceptual Boundaries. Facilitator: Grandey, A. Panel Discussion at the 19<sup>th</sup> Congress of the European Association for Work & Organizational Psychology, Turin, Italy.
- Calderwood C., Gabriel A.S., Dahling J.J., Bennett A.A., **Trougakos J.P.**, & Wong E.M. (2019). Examining recovery experiences among working college students: A latent profile investigation. In: Recovery & Unwinding, Chair: Schulz Anika D. Presented at the 19<sup>th</sup> Congress of the European Association for Work & Organizational Psychology, Turin, Italy.
- Trougakos, J. P.**, Gabriel, A. S., Sonnentag, S., Badovinac, J., & Dahling, J.J. (2019). Examining the Relation between Morning Reattachment to Work and Employee Daily Workplace Relationship Behaviours. Paper presented at the Athens Institute for Education and Research's 13th Annual International Conference on Psychology, Athens, Greece.
- Trougakos, J.P.**, (2018). Discussant for Symposium Titled: Business as Usual? New Insights on the Individual and Organizational Dynamics of Employee Well-Being. Chairs: Barbour, J.P., & Collins, C.G. Presented at the Annual Conference of the Academy of Management, Chicago, IL.
- Trougakos, J.P.**, (2018). Is Work Making us Sick? The Social, Economic, and Personal Costs of Workplace Stress and Burnout. In: A Panel Discussion on Global Health. Chair: Hughes, V. Presented at the at Athens Institute for Education and Research's 6<sup>th</sup> Annual International Conference on Health & Medical Sciences, Athens, Greece.
- Trougakos, J.P.**, (2018). Stressed Out? How to Improve Health and Increase Productivity: The Science of Work Breaks. Presented at the at Athens Institute for Education and Research's 6<sup>th</sup> Annual International Conference on Health & Medical Sciences, Athens, Greece.
- Trougakos, J.P.** (2017). Emotional Exchanges: Examining the Relation Between Workplace

Social Exchange Relationships and Daily Affective Experiences. In: *Emotions at Work: Recent Advances and New Directions*. Chair: Trougakos, J.P. Presented at the 30<sup>th</sup> Annual Conference of the Association for Psychological Sciences, Boston, MA.

Podsakoff, N.P., Bakker A., Daniels K., Gabriel A.S., Hulsheger U., **Trougakos J.P.** (2017). A Panel Discussion on Intra-Individual Organizational Research, presented at the 18<sup>th</sup> Congress of the European Association for Work & Organizational Psychology, Dublin, Ireland.

Gabriel, A.S., Podsakoff, N.P., Beal, D.J., Bliese, P., Scott, B.A., Sonnentag, S., **Trougakos, J.P.** (2016). Intra-Individual Organizational Research: An Expert Panel. Symposium presented at the Annual Conference of the Academy of Management, Anaheim, CA.

**Trougakos, J.P.**, Gabriel, A.S., Bennett, A.A., Calderwood, C. & Dahling, J.J. (2016). Reenergizing through Work Recovery: Predictors and Results of Recovery Profiles. In: *Human Energy in Work Organizations: A Look at the Everyday*. Presented at the Annual Conference of the Academy of Management, Anaheim, CA. *AOM Human Resources Division Showcase Symposium*

Beal, D.J., **Trougakos, J.P.**, & Hideg, I. (2016). Keeping time at work: A field test of limited regulatory resource theory. In: *Emotion Regulation at Work: Expanding our Impact*. Chair: Grandey, A. Presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Trougakos, J.P.**, (2015). Discussant for Symposium titled: I Feel Good, But Why? - Examining the Emergence of Work-related Affective Experiences. Chairs: Venz, L., & Uger, D. Presented at the Annual Conference of the Academy of Management, Vancouver, B.C.

**Trougakos, J.P.**, Tangirala, S., Zweig, D. (2015). *A Within-Person Examination of Interpersonal Fairness and Knowledge Sharing Behaviors*. Paper presented at Athens Institute for Education and Research's 13<sup>th</sup> Annual International Conference on Management, Athens, Greece.

**Trougakos, J.P.**, McCarthy, J.M. (2015). The Negative Effects of Avoidance Focused Coping On Job Performance. Symposium presented at the 20<sup>th</sup> annual meeting of the Association of Psychology and Psychiatry for Adults and Children, Athens, Greece.

**Trougakos, J.P.**, McCarthy, J.M. (2015). Employee Coping Strategies and Performance on the Job: The Detrimental Impact of Cognitive Distortion. In: *Employee stress and burnout (paper session)*. 17<sup>th</sup> Congress of the European Association of Work and Organizational Psychology, Oslo, Norway.

**Trougakos, J.P.**, (2015). Discussant for Symposium titled: Rethinking Recovery: New Trends, Extensions, and Considerations. Chairs: Bennett, A., & Gabriel, A. Presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.



- Trougakos, J.P.**, (2014). Psychological Resource Depletion and Daily Workplace Helping Behaviours. Symposium presented at the 19<sup>th</sup> annual meeting of the Association of Psychology and Psychiatry for Adults and Children, Athens, Greece.
- Trougakos, J.P.** (2013). Random Ramblings On Participant Recruitment & Study Compliance. In: Harvey, J., & Sumanth, J., *The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty*. Academy of Management annual meeting, Orlando, FL.
- McCarthy, J.M., **Trougakos, J.P.**, & Cheng, B.H. (2013). *The High Cost of Workplace Anxiety and the Buffering Effect of Workplace Social Exchange*. In: *Emotions in the Workplace 1* (paper session). 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology, Munster, Germany.
- Trougakos, J.P.** (2013). *An Experience Sampling Perspective of the Consequences and Moderating Variables of Daily Response Focused Emotion Regulation at Work*. In: *Study of Work Behaviors*. Athens Institute for Education and Research's 7th Annual International Conference on Psychology, Athens, Greece.
- Trougakos, J.P.**, Hideg, I, Cheng, B.H. & Zweig, D. (2012). *Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors*. In: *Resource Depletion & Spillover Effects in Work-Nonwork Interfaces*. Academy of Management Annual meeting, Boston, Mass.
- Beal, D.J., **Trougakos, J.P.**, Dalal, R., & Weiss, H.M. (2012). *Interindividual differences in the dynamics of the emotion regulation process at work*. In: *Understanding Dynamics Conceptually, Analytically, Computationally, and Empirically*. Academy of Management Annual meeting, Boston, Mass.
- Agasi, S. & **Trougakos, J.P.** (August, 2012). *The role of job seekers' affective experiences and self-regulatory processes on success in a networking event*. In: *Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life*. Academy of Management Annual meeting, Boston, Mass.
- Trougakos, J.P.**, Hideg, I, & Cheng, B.H. (August, 2011). *Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue*. Paper presented at the Academy of Management annual meeting, San Antonio, Tex.
- Trougakos, J.P.**, Zweig, D., & Tangirala, S. (August, 2010). *An examination of the relationship between positive affective experiences and knowledge sharing*. In U. Bindl, & C. Lam (Co-Chairs). *Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors?* Symposium presented at the annual meeting of the Academy of Management, Montreal, Quebec.
- Trougakos, J.P.**, McCarthy, J.M., Cheng, B.H., & Hrabluik, C. (August, 2010). *Workplace*

*anxiety, emotional exhaustion, performance and the moderating role of personal resources.* In L. Tourigny, *Exhaustion and Burnout*. Symposium presented at the annual meeting of the Academy of Management, Montreal, Quebec.

- Trougakos, J.P.,** Hideg, I., & Cheng, B.H. (May, 2010) *A multi-level, multi-source examination of the effects of lunch break activities on employees' daily job fatigue.* Special Session: Workplace Relationships and Problems in Organizational Settings. Symposium presented at the 15<sup>th</sup> annual meeting of the Association of Psychology and Psychiatry for Adults and Children, Athens, Greece.
- Beal, D.J., **Trougakos, J.P.,** Dalal, R.S., & Weiss, H.M. (April, 2010). *Affect spin predicting strength of daily and episodic stressor-strain processes.* In M. Chandler & J. Diefendorff (Co-Chairs), *New Directions for Studying Individual Differences in Affect*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Ga.
- Trougakos, J.P.,** Hideg, I. (May, 2009) *Momentary work recovery: The role of within-day work breaks.* Special Session: Work Stress and Occupational Support. Symposium presented at the 14<sup>th</sup> annual meeting of the Association of Psychology and Psychiatry for Adults and Children, Athens, Greece.
- Zweig, D., & **Trougakos, J.P.** (August, 2008). *How do we react to knowledge hiding at work?* In G. Brown & C.D. Crossley (Co-Chairs), *What About Psychological Ownership and Territoriality? Questions We Are Starting to Ask*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, Calif.
- Trougakos, J.P.,** Zweig D., & Connelly, C. (April, 2008) *"I'm not telling": Emotional experiences and knowledge hiding in organizations.* In B. Boaltes & M. Clark (Co-Chairs), *Examining the Relationship between Affect, Emotions, and Counterproductive Work Behaviors*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, Calif.
- Trougakos, J.P.,** Beal, D.J., Dalal, R.S., & Weiss, H.M. (April, 2007) *Affective events and affective reactions: A test of affective events theory using restaurant servers.* In Z. Song & J. Yang (Co-Chairs), *The daily affective experience: Its antecedents and consequences.* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, N.Y.
- Trougakos, J.P.,** & Jackson, C.L. (April, 2007) *Examining antecedents and consequences of surface acting: a field experiment.* In P. Barger & J.Z. Gillespie (Co-Chairs), *When Smiles are Required: Understanding Display Rules and Emotional Labor*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, N.Y.
- Trougakos, J.P.,** Beal, D.J., Green, S.G., & Weiss, H.M. (August, 2006). *Making the break count: An episodic examination of recovery activities, emotional experiences, and*

*performance of affective delivery*. In R. Ilies & D.T. Wagner (Co-Chairs), *Dynamic Work Processes and Well-Being: Testing Affective Events Theory via Experience Sampling Design*. Symposium presented at the annual meeting of the Academy of Management. Atlanta, Ga.

**Trougakos, J.P.**, & Green, S.G. (August, 2006). *The Impact of Emotion Regulation Strategies on Social Competence, LMX, and Job Performance*. In T.N. Bauer, & B. Erdogan (Co-Chairs), *New Insights Into LMX Theory: Relationship Development, Outcomes, and Adaptation to Team Settings*. Symposium presented at the annual meeting of the Academy of Management. Atlanta, Ga.

Beal, D. J., **Trougakos, J. P.**, & Weiss, H. M. (May, 2006). *The dynamics of emotion regulation strategies*. In E. Richard & J. C. Wallace (Co-Chairs), *New Directions in Emotional Labor Research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Tex.

Beal, D.J., **Trougakos, J.P.**, Weiss, H.M., & Green, S.G. (January, 2005). *Episodic processes in emotional labor: Perceptions of affective delivery and emotion regulation*. Poster session presented at the annual meeting of Society of Personality and Social Psychology. New Orleans, La.

**Trougakos, J.P.** & Green, S.G. (August, 2004). *Determinants of job-seeking self-efficacy of spouses of enlisted military personnel*. Poster session presented at the annual meeting of the Academy of Management. New Orleans, La.

## INVITED PRESENTATIONS

(February 2022). Hybrid, Now What? Keys to Adjusting to the Hybrid Work Model. Featured Lecture at the Staples Canada Future of Work Expo.

(October 2021). Making the Break Count & Lunch Breaks Unpacked. Invited discussion with graduate students, Walton College of Business, University of Arkansas. Fayetteville, AR.

(April 2021). Working in a Pandemic: Exploring the Impact of Employee Anxiety and Uncertainty on Critical Work and Personal Outcomes. Invited presentation, Department of Psychology, Education & Child Studies, Erasmus University Rotterdam. Rotterdam, Netherlands.

(April 2021). Working in a Pandemic: Exploring the Impact of Employee Anxiety and Uncertainty on Critical Work and Personal Outcomes. Invited presentation, Department of Psychology, George Mason University. Fairfax, VA.

(March 2021). Making the Break Count & Too Drained to Help. Invited discussion with graduate students, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill. Chapel Hill, NC.

(February 2021). Working in a Pandemic: Exploring the Impact of COVID-19 Anxiety on Work, Family, and Health Outcomes. Invited discussion with graduate students, Industrial-Organizational Psychology Program, Pennsylvania State University. University Park, PA.

Trougakos J.P., Chawla N., & McCarthy J.M. (Oct. 2020). Cannabis Use and Employee Well-Being During COVID-19. Presented at the UTSC Department of Management virtual conference titled, "Bridging the Gap: Exploring Potential Links between Academia and the Medical Cannabis Industry," Toronto, ON.

(March 2020). Navigating the New Normal: How to Take Control and Cope during the COVID-19 Crisis (with McCarthy, J.M.). Rotman School of Management, University of Toronto.

(February 2020 – Postponed due to COVID19). Daily Exchanges: Exploring the role of Workplace Social Exchange Quality in Employee Daily Experiences. Invited presentation to the Sauder School of Business, University of British Columbia, Vancouver, BC.

(April 2019). *Daily Exchanges: Exploring the role of Workplace Social Exchange Quality in Employee Daily Experiences*. Invited lecture to the Mike Ilitch School of Business, Wayne State University, Detroit, MI.

(January 2018). Stressed out? How to Improve Health and Increase Productivity. Lecture for the University of Toronto Graduate Student Development Day. University of Toronto, Toronto, Canada.

(February 2018). *A Panel Discussion on Theoretical Perspectives on Experience Sampling Methodologies*. Invited lecture at Exampling Sampling Methods Summit at Southern Methodist University, Dallas, TX.

(March 2018). Stressed out? How to Improve Health and Increase Productivity. Lecture for the University of Toronto Scarborough LEAD program. University of Toronto, Toronto, Canada.

(April 2017). Emotional Exchanges: Exploring the role of Workplace Exchange Relationships in Employee Affective Experiences and Well-Being. Invited lecture to the University of Akron's Department of Psychology, Akron, OH.

(March 2017). Stressed Out? How to Improve Health and Increase Productivity: The Science of Work Breaks. Lecture for the University of Toronto's Alumni Association "In Your Neighborhood" Series.

(November 2012). *An Experience Sampling Perspective of the Consequences and Moderating Variables of Daily Surface Acting at Work*. Invited lecture at the University

of Pennsylvania's The Wharton School's 18<sup>th</sup> Annual Organizational Behavior Conference, Philadelphia, PA.

(May, 2012). *Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue*. Invited lecture to the Australian School of Business at University of New South Wales, Sydney, Australia.

(November, 2010). *Dynamic affective processes and daily pro-social work behaviors: a socio-functional perspective*. Lecture to the Krannert School of Management, Purdue University, West Lafayette, IN.

## TEACHING EXPERIENCE

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### COURSES TAUGHT

<b>2006-Present</b>	<b>UNIVERSITY OF TORONTO</b> Managing Human Resources Managing People and Groups in Organizations Managing People and Organizations Managing Groups and Organizations Management Skills Leadership
<b>2004-2006</b>	<b>PURDUE UNIVERSITY</b> Introduction to Organizational Behavior Introduction to Human Resource Management

### RESEARCH SUPERVISION

<b>2020-Present</b>	Ph.D. Supervisor; Sivahn Barsade.
<b>2019</b>	Doctoral Dissertation Committee (Back-up Reader); Ray Fang, Titled: <i>Class advantage in white-collar organizations: An investigation of parental income, work resources, and job success.</i>
<b>2014</b>	Doctoral Dissertation Committee; Pylin Chuapetcharasopon, Titled: <i>“Emotional Labour in the Global Context: The Roles of Intercultural and Intercultural Service Encounters, Intergroup Anxiety, and Cultural Intelligence on Surface Acting.”</i> University of Waterloo, Department of Psychology.
<b>2011</b>	Doctoral Dissertation Committee; Jing Guo, Dissertation Titled, <i>“The Formation</i>

*and Change Of Overall Justice Perceptions: Considerations of Time, Events, and Affect.*” University of Illinois Department of Psychology.

- 2010** Doctoral Dissertation Committee (Back-up reader); Kevin Hill, Dissertation Titled, “*Agreeing to Disagree... or Not: A Multi-Level Examination of Conflict Spillover in Diverse Groups.*” Joseph L. Rotman School of Management.
- 2008** Second-Year Research Project Committee; Jeremy Yip, Project Titled, “*The Perceptive Leader: The Congruence of Leader’s Emotion Recognition with Staff Member’s Emotional Experience.*” Joseph L. Rotman School of Management.

## **ADMINISTRATIVE POSITIONS**

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- 2022-Present** UTSC Representative for Graduate Division of Management
- 2020-Present** TC3 Leadership Committee – University of Toronto
- 2016-2022** Associate Chair or Research – UTSC Department of Management
- 2016-2022** Research Advisory Board – University of Toronto Scarborough Campus

## **SAMPLE OF RESEARCH DISSEMINATION THROUGH MEDIA**

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- Television:**
- CBC: The National** (February 5, 2021). Interviewed for feature story titled: N.S. recruiting Canadians to move to the province to work from home.
- TVO:** The Agenda with Steve Paikin (June 2020). Is it time for a four-day work week? Show panelist discussing the four-day work week.
- Global News Toronto** (October 10, 2013). Interview on Global News Hour evening news discussing my study on workplace lunch breaks.
- CityTV: City News** (May 8, 2012). *Doctors should prescribe vacation time: poll.* Interview on CityTV evening news commenting on poll suggesting that doctors should be able to prescribe vacation time.
- Radio:**
- The 680 Business Report.** (May 28, 30, 2020). 680 News Toronto.
- On Point with Alex Pierson.** (May 25, 2020). 640am Radio, Toronto.

**The Morning News with Philip Till on CKNW Radio in Vancouver** (September 10, 2013). Live feature interview discussing employee well-being and work stress.

**John Gormley Live, News Talk Radio Saskatchewan** (June 21, 2012). Live feature interview discussing daily work breaks.

**National Public Radio (NPR): Radio Times with Marty Moss-Coane** (May 8, 2012). *Lunch break: Why fewer American workers are taking it.* I was one of two featured guests (along with Nancy Rothbard) for one-hour live interview and call-in show focusing on the role of employee lunch breaks. On-line link of broadcast can be found at:  
<http://why.org/cms/radiotimes/2012/05/08/lunch-break-why-fewer-american-workers-are-doing-it/>

**CBC Radio: Here and Now** (Jan. 13, 2011). *Poker face may be hazardous to your health.* Live interview discussing my research on the downside of having to constantly regulate one's emotions at work.

**BBC Radio 5: Live Drive** (Jan. 13, 2011). Live interview discussing my research on the downside of having to constantly regulate one's emotions at work.

**The Rob Breakenridge Show, Calgary QR77 & Edmonton 630 CHED** (Jan. 13, 2011). Live interview discussing my research on the downside of having to constantly regulate one's emotions at work.

**Newspapers:**

**National Post** (May 25, 2020). 'Everybody will love it': A four-day work week could help rebuild Canada's economy post-COVID-19, experts say.

**The Globe and Mail** (January 9, 2015). Just got back? Time to plan your next vacation.

**The Globe and Mail** (August 30, 2013). *Why do we work ourselves to death?* Interviewed for and cited in article, which discusses employee over work, stress, and well-being.

**The New York Times** (July 14, 2012). *Communal Breaks: A Chance to Bond.* Interviewed for and cited in this article, which discusses the benefits of taking group or social work breaks.

**The New York Times** (June 16, 2012). *To Stay on Schedule, Take a Break*. Interviewed for and cited in this article, which discusses the benefits of taking work breaks.

**The Toronto Star**. (Jan. 13, 2011). *Why constantly keeping your cool at work is a bad thing*. Report discussing my research on the downside of having to constantly regulate one's emotions at work.

**The Globe and Mail** (Oct. 31, 2007). *Why all-work Jill is a dull girl*. Interviewed for and cited in this article, featuring my research on work breaks.

**Magazines:**

**Entrepreneur** (November 2013). *Why You Should Never Eat Lunch at Your Desk*.

**Good Housekeeping Magazine** (September, 2013). *Find More Time and Energy Every Day*. Interviewed for article discussing energy and taking breaks during the day.

**Rotman Magazine** (Winter, 2013). *Optimal Productivity: The Role of Within-Day Work Breaks*. An article that focuses on my research examining work recovery and work breaks.

**Websites:**

**BBC** (October 2020). *Coronavirus: How the world of work may change forever*.

<https://www.bbc.com/worklife/article/20201023-coronavirus-how-will-the-pandemic-change-the-way-we-work>

**BNN Bloomberg** (August, 17, 2020). *Team spirit goes digital and to the park as COVID-19 measures continue*

**USAtoday.com** (October 10, 2015). *The best time to take a work break*.

**Cheatsheet.com** (October 9, 2015). *Why Taking Work Breaks Makes You More Productive*.

**Healthday.com** (September 18, 2015). *Workday Breaks Help Employees Reboot, Researchers Say*.



**Sciencedaily.com** (August, 20, 2015). Anxiety in the workplace can lead to lower job performance.

**Today.com** (October 9, 2013). Why lunch with your colleagues could be stressing you out.

**Staples Advantage Blog** (August 19, 2013). *Give 'em a Break: Making the Case for Break Time Options*. A blog posting I wrote detailing the importance of providing employees options during their work breaks.

**Lifeinc.today.com** (Aug. 1, 2012). Nothing gets done in August (and that's OK). Interviewed for and cited in this article, which discusses work breaks and work productivity during the month of August.

**Philippine Online Chronicle** (Aug. 21, 2012). *Can't Get Work Done? Take a Nap*. Referenced my interview in The New York Times about work breaks.

**Forbes.com** (June 18, 2012). *Eight Ways Goofing Off Can Make You More Productive*. Referenced my interview in the NY Times about work breaks.

**Lifehacker Australia** (June 21, 2012). *Take More Breaks and Get More Done*. Referenced my interview in The New York Times about work breaks.

**Daily India** (Jan. 12, 2011). *Keeping a poker face at work might take a toll on you*. Online article featuring 2011 Journal of Applied Psychology paper about neutral display rules. (This Asian News International article also appeared in the Times of India, Yahoo.com, DNAIndia.com, Sify.com, TopNews.in, AllVoices.com, NewKerala.com, Smashits.com, AndhraNews.com and WebIndia123.com).

**MSN.com** (Jan. 12, 2011). *Poker faced professions more taxing on emotions*. Online article featuring 2011 Journal of Applied Psychology paper about neutral display rules.

**Yorkregion.com** (April 1, 2010). *Telecommuting touted: Supporters see it as way to ease traffic*. Interviewed and cited for article about the role of telecommuting in reducing traffic and work commute issues.

