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https://scholar.google.ca/citations?user=2EpL_t4AAAAJ&hl=en&oi=ao

EDUCATION

- 2006 Queen's School of Business, Queen's University, Canada
Ph.D., Management
- 2002 Queen's School of Business, Queen's University, Canada
M.Sc., Management
- 2001 Haskayne School of Business, University of Calgary, Canada
B.Com., Distinction

ACADEMIC POSITIONS HELD

- 2018- Professor, Haskayne School of Business
University of Calgary, AB
- 2015- Associate Professor, Haskayne School of Business
University of Calgary, Calgary, AB
- 2014-15 Professor, I.H. Asper School of Business
University of Manitoba, Winnipeg, MB
- 2010-14 Associate Professor, I.H. Asper School of Business
University of Manitoba, Winnipeg, MB
- 2013 Visiting scholar, Department of Psychology
University of Michigan (summer)
- 2006-10 Assistant Professor, I.H. Asper School of Business
University of Manitoba, Winnipeg, Canada
- 2009 Early Career Visiting Scholar, Institute of Work Psychology
University of Sheffield, United Kingdom
September – December (during sabbatical)

ADMINISTRATIVE POSITIONS HELD

- 2015- Area Chair, Strategy & Organizations
Haskayne School of Business, University of Calgary
- 2012-2015 Head, Department of Business Administration,
I.H. Asper School of Business, University of Manitoba, Canada

RESEARCH INTERESTS

- Workplace aggression, social undermining, incivility, abusive supervision, bullying, counterproductive work behaviors, workplace deviance
- Sexual harassment
- Workplace safety
- Employee well-being

RESEARCH GRANTS

- 2014 Collaborator, Institute for Research on Women & Gender, Collaborative Planning Grant, University of Michigan (\$8,000), with Lilia Cortina and Sari Van Anders
- 2013-2018 Principal Investigator, Insight Grant, Social Sciences and Humanities Research Council of Canada (\$209,640). In collaboration with Amy Christie (co-investigator), Tara Reich, and Lilia Cortina (collaborators)
- 2010-2013 Principal Investigator, Standard Research Grant, Social Sciences and Humanities Research Council of Canada (\$75,719). In collaboration with Sharon K. Parker (collaborator).
- 2007-2010 Principal Investigator, Standard Research Grant, Social Sciences and Humanities Research Council of Canada (\$111,300) – includes RTS. In collaboration with Sharon K. Parker (collaborator).

BOOKS

- Bowling, N. & Hershcovis, M.S. (Eds.) (2017). *Research and Theory on Workplace Aggression*. Cambridge University Press, Cambridge, UK.

PUBLICATIONS (* indicates student supervised)

- Hershcovis, M.S., Cameron, A.F., Gervais, L.,* & Bozeman, J.*** (2018) The Effects of Confrontation and Avoidance Coping in Response to Workplace Incivility. *Journal of Occupational Health Psychology*, 163-174. Impact Factor: 2.68, AJG-4

- Hershcovis, M. S., & Bhatnagar, N.** (2017). When fellow customers behave badly: Witness reactions to employee mistreatment by customers. *Journal of Applied Psychology*, 102, 1528-1544. Impact factor: 4.13, FT-50, AJG-4
- Hershcovis, M.S., Neville, L., Reich, T.C.,* Cortina, L.M., Christie, A. & Shan, J. V.*** (2017). Reactions to observing workplace aggression: the role of power. *Organizational Behavior and Human Decision Processes*, 142, 45-57. Impact factor: 2.45, FT-50, AJG-4
- Hershcovis, M.S., Ogunfowora, T., & Reich, T.C.***, Christie, A.M. (2017). Targeted workplace Incivility: The Roles of Belongingness, Embarrassment, and Power. *Journal of Organizational Behavior*, 38, 1057-1075. Impact Factor: 4.23, AJG-4
- Reich, T.C.* & **Hershcovis, M.S.**, (2015). Observing Workplace Incivility. *Journal of Applied Psychology*, 100, 203-215. Impact Factor: 4.13, FT-50, AJG-4
- Turner, N., **Hershcovis, M.S.**, Reich, T.C.* , Totterdell, P.A, & Harrison, A. (2014). Work-family conflict, psychological distress, and workplace injuries. *Journal of Occupational and Organizational Psychology*. 87, 715-432, Impact Factor: 3.14, AJG-4
- Hershcovis, M.S. & Reich, T.C*** (2013). Integrating workplace aggression research: Relational, contextual, and method considerations. *Journal of Organizational Behavior*. S1, 26-42. DOI: 10.1002/job.1886 Impact Factor: 4.23, AJG-4
- Stride, C.B., Turner, N., **Hershcovis, M.S.**, Reich, T.C.* , Clegg, C.W., & Murphy, P. (2013). Negative safety events as correlates of work-safety tension. *Safety Science*. 53, 45-50. Impact Factor: 2.25.
- Totterdell, P., **Hershcovis, M.S.**, Niven, K., Reich, T.C.* & Stride, C. (2012). Can employees be emotionally drained by witnessing unpleasant interactions between coworkers? A diary study of induced emotion regulation. *Work & Stress*, 26, 112-129. Impact Factor: 3.40, AJG-3.
- Hershcovis, M.S.**, Reich, T.C,* Parker, S. K. & Bozeman, J.* (2012). The relationship between workplace aggression and target deviant behaviour: the moderating roles of power and task interdependence, *Work & Stress*, 26, 1-20. Impact Factor: 3.40, AJG-3.
- Hershcovis, M. S.** (2011). Incivility, social undermining, bullying...Oh My! A call to reconcile constructs within workplace aggression research. *Journal of Organizational Behavior*. 32, 499-519. Impact Factor: 4.23, AJG-4.
- Hershcovis, M. S. & Cameron, A. F.** (2011). Invited Reaction: Managing Workplace Incivility: The Role of Conflict Management Styles – Antecedent or Antidote? *Human Resource Development Quarterly*, 4, 425-435. Impact Factor: 1.14.

Arnold, K.A., Dupré, K.E., **Hershcovis**, M.S., & Turner, N. (2011). Interpersonal targets and types of workplace aggression as a function of perpetrator sex? *Employee Responsibilities and Rights Journal*, 23, 163-170.

Hershcovis, M.S., & Barling, J. (2010). Comparing victim attributions and outcomes for workplace aggression and sexual harassment. *Journal of Applied Psychology*. 95, 874-888. Impact Factor: 4.13, FT-50, AJG-4.

Turner, N., Chmiel, N., **Hershcovis**, M.S., & Walls, M. (2010). Life on the line: Job demands, perceived co-worker support for safety, and hazardous work events. *Journal of Occupational Health Psychology*, 15, 482-493. Impact Factor: 2.68, AJG-4.

Hershcovis, M.S., Parker, S.K., Reich, T.C.* (2010). Moderating effect of equal opportunity support and confidence in grievance procedures on sexual harassment from different perpetrators. *Journal of Business Ethics*, 92, 415-432. Impact Factor: 2.35, FT-50, AJG-3.

Hershcovis, M.S. & Barling, J. (2010). Towards a multi-foci approach to workplace aggression: A meta-analytic review of outcomes from different perpetrators. *Journal of Organizational Behavior*, 31, 24-44. Impact Factor: 4.23, AJG-4.

Herremans, I.M., **Hershcovis**, M.S., & Bertels, S. (2009). Leaders and laggards: The influence of competing logics on corporate environmental action. *Journal of Business Ethics*, 89, 449-472. (authors contributed equally). Impact Factor: 2.35, FT-50, AJG-3.

Tucker, S., Chmiel, N., Turner, N., **Hershcovis**, M.S., & Stride, C.B., (2008). Perceived organizational support for safety and employee safety voice: The mediating role of coworker support for safety. *Journal of Occupational Health Psychology*, 13, 319-330. Impact Factor: 2.00, AJG-4.

Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., Sivanathan, N. (2007). Predicting workplace aggression: A meta-analysis. *Journal of Applied Psychology*, 92, 228-238. Impact Factor: 4.13, FT-50, AJG-4.

Zacharatos, A., **Hershcovis**, M.S., Turner, N., & Barling, J. (2007). Human resource management practices in the North American automotive industry: A meta-analytic review. *Personnel Review*, 36, 231-254. (Emerald Literati Award: Highly Commended Paper). Impact Factor: 1.43, AJG-2.

Herremans, I.M. & **Hershcovis**, M.S. (2006). Sustainability reporting: Creating an internal self-driving mechanism. *Environmental Quality Management*, 15, 3, 19-29.

MANUSCRIPTS UNDER REVIEW/REVISION

Reich, T.C.*, **Hershcovis**, M.S., Niven K., Parker, S.K., & Stride, C. (under review). It's a matter of perspective: Attitudinal responses to witnessed mistreatment at work.

WORKING PAPERS/MANUSCRIPTS IN PREPARATION

Bozeman, J.,* Shan, J. V., Hershcovis, M.S., & Turner, N. *Attribution biases as a predictor of abusive supervision*. Data collection stage.

Cortina, L. M., Hershcovis, M. S., Clancy, K. *Beyond the Spiral: Biobehavioral Response to Workplace Incivility*. Working paper.

Hershcovis, M. S., Cortina, L.M., Berdahl, J.L. Power and sexual harassment: the role of collective silence. Write-up stage.

Hershcovis, M. S. & Reich, T. C. Coming out later in life: Effects on workplace engagement. Write-up stage.

BOOK CHAPTERS

Lyubkyh, Z., **Hershcovis**, M. S., & Turner, N. (forthcoming). Workplace aggression and workplace affect. In L.Q. Yang, R. Cropanzano, C. Daus, and V. Martinez-Tur (Eds.). *The Cambridge Handbook of Workplace Affect*. Cambridge, UK: Cambridge University Press.

Hershcovis, M. S. & Bowling, (2017). Introduction. In N. A. Bowling & M. S. Hershcovis (Eds.) *Research and Theory on Workplace Aggression*. Cambridge, UK: Cambridge University Press

Tarraf, R., **Hershcovis**, M. S., & Bowling, N. A. (2017). Moving the Field of Workplace Aggression Forward: Thoughts and Recommendations. In N. A. Bowling & M. S. Hershcovis (Eds.) *Research and Theory on Workplace Aggression*. Cambridge, UK: Cambridge University Press

Hershcovis, M.S. & Rafferty, A. (2012). Predicting abusive supervision. In Houdmont, J., Leka, S., & Sinclair, R. (Eds.) (2012). *Contemporary occupational health psychology: Global perspectives on research and practice*, vol 2. (pp. 92-108). Chichester: Wiley-Blackwell.

Reich, T.C.* & **Hershcovis**, M.S. (2012). Observing sexual harassment at work: A gendered extension of a gendered construct. In S. Fox & T. Lituchy (Eds.) *Gender and Dysfunctional Workplace*. (pp. 120-134). London, UK: Edward Elgar.

Bozeman, J.* & **Hershcovis**, M.S. (2012). Victim role in precipitating aggression. In M. Paludi (Ed.). *Managing Diversity in Today's Workplace*, (pp. 49-75). Praeger: Santa Barbara, CA

Reich, T.C.* & **Hershcovis**, M.S. (2010). Interpersonal relationships at work. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology* (volume III, pp. 223-248), Washington, DC: American Psychological Association.

Hershcovis, M. S. & Reich, T. C.* (2010). Occupational stress. In I. Weiner & E. Craighead (Eds.). *Corsini Encyclopedia of Psychology and Behavioral Science* (4th ed., pp. 1124-1125). Hoboken, NJ: John Wiley & Sons.

Hershcovis, M.S., & Barling, J. (2007). Towards A relational model of workplace aggression. In J. Langan-Fox, C.L. Cooper, & R. Klimoski (Eds.), *Dysfunctional Workplace: Management Challenges and Symptoms*, (p. 268-284). Cheltenham, UK: Edward Elgar Publishing Ltd.

Hershcovis, M.S., & Barling, J. (2006). Preventing workplace violence. In E. K. Kelloway, J. Barling, & J. Hurrell (Eds.), *Handbook of Workplace Violence*, (pp. 607-632). Sage Publications.

CONFERENCE PAPERS

Hershcovis, M.S. (discussant). *Workplace Incivility: New Frontiers and Research Directions* (Pauline Schilpzand and Troy Pounds, Chairs). 2018 Annual Academy of Management Conference, Chicago, IL.

Hershcovis, M. S., Reich, T. C. Niven, K., Parker, S. K., & Stride, C. (2018). *Making sense of observer reactions to witnessed mistreatment at work*. Academy of Management, Chicago, IL.

Neville, L., Griep, Y., Hershcovis, M.S. (2018). *Revenge is sweet when you're in charge: Role power changes the outcomes of enacted revenge*. Academy of Management, Chicago, IL

Bozeman, J.,* Shan, J. V., Hershcovis, M.S., & Turner, N. (2018) *Attribution biases as a predictor of abusive supervision*. Society of Industrial and Organizational Psychology, Chicago, IL

Hershcovis, M.S., Neville, L., Reich, T.C., Cortina, L.M., Christie, A. & Shan, J. V. (2017). *Reactions to observing workplace aggression: the role of power*. Academy of Management Conference, Atlanta, GA

Hershcovis, M.S. & Bhatnagar, N. (2017). *Witness reactions to server mistreatment*. Annual Academy of Management Conference, Atlanta, GA.

Hershcovis, M.S. & Bhatnagar, N. (2017). *Co-customer Reactions to Employee Mistreatment in Customer Service Interactions*. Annual Frontiers in Service Conference, NY, NY.

Hershcovis, M.S. & Bhatnagar, N. (2016). *When customers behave badly: A silver lining to customer incivility*. 2016 Annual Academy of Management Conference, Anaheim, CA.

- Hershcovis, M.S. (2015). *Toward a better understanding of workplace mistreatment* (G. Thrasher, S. Ran, & L. A. Marchiando, Chairs). 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Hershcovis, M.S. (discussant). *The social context of workplace mistreatment: Multiple levels of analysis and mitigating factors* (B. J. Lyons & I. C. Chadwick, Chairs). 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Hershcovis, M.S. (panelist) in *Workplace Incivility Research Incubator* (Shanna Daniels, Lisa Marchiando, and Dana Kabat-Farr (Organizers). 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Gervais, L.* & Hershcovis, M.S. (2015, April). *The effects of target competence on witness reactions to incivility*. In K. Miner, L. Wooderson, & C.D. White (chairs) New Directions in Workplace Incivility Research. Presented at the Society of Industrial and Organizational Psychology Annual Conference, Philadelphia, PA
- Hershcovis, M.S., Christie, A.M., & Reich, T.C.* (2014, August). *Isolation and embarrassment in reaction to daily incidents of workplace incivility*. Academy of Management Conference, Philadelphia.
- Gervais, L., Hershcovis, M.S., Cameron, A.F., & Sekundiak, M. (2013, May). *Coping with incivility: Consequences of different coping styles*. In J. Bunk & M.S. Hershcovis (chairs) Explaining Reactions to Workplace Incivility: A Collection of Mediators. Society of Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Sekundiak, M., Hershcovis, M.S., Christie, A.M., Reich, T.C., Cortina, L.M., Turner, N. & McAmmond, S. (2014, May). *Observing workplace aggression: Effects of observer power on incivility intervention*. In J. Bunk & M.S. Hershcovis (chairs) Explaining Reactions to Workplace Incivility: A Collection of Mediators. Presented at the Society of Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Hershcovis, M.S. (2013, August). Panelist. In S. R. Daniels, L. A. Marchiondo, & D. Kabat-Farr (Organizers) *Workplace Incivility Research Incubator*. Professional development workshop at the annual meeting of the Academy of Management, Orlando, FL.
- Reich, T. C. & Hershcovis, M. S. (2013 August). *Third party reactions to witnessed mistreatment: Overcoming a predisposition*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Hershcovis, M.S. (2013). Discussant, Symposium entitled *New Findings from the Dark Side: Racism, Sexism, and Heterosexism in Organizations*. Work, Stress, & Health, Orlando, FL.
- Wooderson, R.L., Miner, K.N., & Hershcovis, M.S. (2013). *Workplace incivility, political orientation, and health during Canadian and American elections*. Work, Stress, & Health Conference, Los Angeles, CA.

- Wooderson, R.L., Miner, K.N., & Hershcovis, M.S. (2013, April). *Workplace incivility during election season: Do we target political outgroups?* Society of Industrial and Organizational Psychology, Houston, TX.
- Christie, A., Hershcovis, M.S., & Reich, T.C. (2013, April). *Observer reactions towards workplace incivility: Role of power.* Presented at the Society of Industrial and Organizational Psychology, Houston, TX
- Rafferty, A. & Hershcovis, M.S. (2012, August). *Employee Neuroticism and performance as antecedents of abusive supervision: A victim precipitation model.* Presented at the Academy of Management Conference, Boston, MA.
- Totterdell, P., Hershcovis, M.S., Niven, K., Reich, T.C., Stride, C. (2012, April). *Induced Emotion Regulation: How Others' Interactions Can Leave You Drained.* Presented at the Society of Industrial and Organizational Psychology, San Diego, CA.
- Reich, T.C., Hershcovis, M.S., Stride, C., Parker, S.K., Totterdell, P., Niven, K., Carter, A. (2012, April). *It's a matter of perspective: Attitudinal responses to witnessed aggression at work.* Presented at the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hershcovis, M.S., Visperas, Anna, Turner, N., & Reich, T.C. (2012). *Observer reactions towards perpetrators and targets of incivility.* Presented at the European Association of Occupational Health Psychology, Zurich, Switzerland.
- Bozeman, J., Hershcovis, M.S., & Bowling, N.A. (2011, April). *The Moderating Role of Self-Esteem on the Abusive Supervision-Outcome Relationship.* Presented at the Society of Industrial and Organizational Psychology, Chicago, IL.
- Reich, T.C. & Hershcovis, M.S. (2011, April). *Observing aggression at work.* Presented the Society of Industrial and Organizational Psychology, Chicago, IL.
- Hershcovis, M.S. (2011, April). *Toward a Greater Understanding of Civility and Incivility in the Workplace,* Society of Industrial and Organizational Psychology, Panelist.
- Kirkendall, C., Bowling, N.A., Hershcovis, M.S., & Bozeman, J. (2011). *Examining the factor structure of workplace aggression: Toward a more parsimonious model.* Presented at Work, Stress, & Health, Orlando, FL.
- Totterdell, P., Hershcovis, S., Niven, K., Reich, T., & Stride, C. B. (2011) *Draining the Pool: Why Witnessing Unpleasant Interactions Is Emotionally Exhausting.* ISRE 2011, Kyoto
- Strauss, K. & Hershcovis, M.S. (2010, August). *Ideal and feared future selves: the influence on hope and optimism on future-oriented identities.* Presented at the Academy of Management Meetings, Montreal, CA.

- Reich, T.C. & Hershcovis, M.S. (2010). *The influence of power dynamics on observers of aggression at work*. Presented at the Academy of Management Meetings, Montreal, CA.
- Bozeman, J. & Hershcovis, M.S. (2010). *Moral agency and workplace aggression*. Presented at the European Academy of Occupational Health Psychology Conference, Rome, Italy.
- Hershcovis, M. S. & Barling, J. (2010). Comparing the outcomes of sexual harassment and workplace aggression: A meta-analysis to guide future research. Presented at the Society of Industrial and Organizational Psychology Conference, Atlanta, GA.
- Reich, T.C. & Hershcovis, M.S. (2010). *Workplace aggression from the perspective of the observer*. Presented at the Society of Industrial and Organizational Psychology Conference, Atlanta, GA.
- Hershcovis, M.S., Reich, T.C., Parker, S.K., & Bozeman, J. (2010). *The moderating effect of power and interdependence on the relationship between aggression and deviance*. Presented at the Canadian Psychological Association Conference, Winnipeg, MB.
- Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2009, October). *Perpetrators of workplace aggression: Investigating sex, power and type of aggression*. Presented at New Directions in Health Research on Sex and Gender, St. John's, Newfoundland, Canada.
- Reich, T.C., Hershcovis, M.S., & Unsworth, K. (2009). *Attributions for workplace mistreatment: Blogging to the New York Times*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Hershcovis, M. S. (2009). *Incivility, social undermining, bullying... Oh My! A call to reconcile constructs within workplace aggression research*. Presented at the 2009 Work, Stress, & Health Conference. San Juan, Puerto Rico.
- Reich, T.C. & Hershcovis, M.S. (2009). *Observing Aggression in the Workplace*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Turner, N., Bruning, P., Hershcovis, M.S., Sung, F.C., Li, C.Y., & Chen, K.R. (2009). *Interpersonal mistreatment and job-related psychological strain*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Hershcovis, M.S., & Reich, T.C., (2009). *Testing a relational model of workplace aggression*. Presented at the Annual Academy of Management Meetings, Chicago, IL.
- Herremans, I.M., Hershcovis, M.S., & Warsame, H. (2009). *The role of internal processes in the sustainability performance and disclosure relationship*. Presented at the American Accounting Association conference, New York, NY.

- Herremans, I.M., Hershcovis, M.S. & Warsame, H. (2009). *The role of internal processes in the sustainability performance and disclosure relationship*. Presented at the Canadian Academic Accounting Association Conference, Montreal, CA.
- Reich, T.C., & Hershcovis, M.S. (2008). *Rallying in the workplace: Turning observers into aggressors*. Presented at the Annual Academy of Management Meetings, Anaheim, CA.
- Reich, T.C. & Hershcovis, M.S., & Parker, S.K. (2008). *Responses to Workplace Aggression: A Qualitative Examination of Relationships*. Presented at the 23rd Annual Society for Industrial and Organizational Psychology Conference, San Francisco, CA.
- Hershcovis, M.S., & Barling, J. (2008). *Outcomes of workplace aggression and sexual harassment: A meta-analytic comparison*. Presented at the 7th Annual Work, Stress, & Health Conference, Washington, DC.
- Turner, N., Chmiel, N., Hershcovis, M.S., & Walls, M. (2007, May). *Life on the line: Role demands, interpersonal support for safety, and hazardous events*. In N. Chmiel (Chair). Safety climate what else? Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.
- Hershcovis, M.S. & Barling, J. (2007, April). *Towards a relational model of workplace aggression: Some meta-analytic evidence*. Paper presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York, NY.
- Hershcovis, M.S. & Parker, S.K. (2007, April). *Sexual harassment in the police force: Does source matter?* Poster presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York, NY.
- Hershcovis, M.S. & Barling, J. (2006, November). *Towards a relational model of workplace aggression: Some meta-analytic evidence*. Presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006, November). *Comparing supervisor- and coworker-targeted aggression*. Poster presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harte, A. (2006, November). *Work-family conflict, psychological distress, and occupational injuries*. Poster presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Arnold, K.A., Dupré, K.E. & Hershcovis, M.S. (2006, July). *Instigators of workplace aggression: An analysis of aggression enacted by women and men*. Poster presented at the International Congress of Applied Psychology, Athens, Greece.

- Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006, June). *Target-specific nature of workplace aggression*. Poster presented at the Canadian Association for Research on Work and Health Joint International Conference, St. John's, Newfoundland.
- Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harte. (2006, March). *Work-family conflict, psychological distress, and workplace injuries*. Poster presented at the Work, Stress, & Health Conference, Miami, FL.
- Hershcovis, M.S., & Barling, J. (2005, August). *Adding insult to injury: A meta-analysis on the outcomes of workplace aggression*. Paper presented at the Annual Academy of Management Conference, Honolulu, HI.
- Hershcovis, M.S. & Herremans, I. (2005). *Mind the gap: A multi-level model of cultural embeddedness and legitimacy*. Paper presented at the Annual Academy of Management Conference, Honolulu, HI.
- Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., Sivanathan, N. (2004). *Right on target. A meta-analysis of the predictors of insider-initiated workplace aggression*. Paper presented at the Annual Academy of Management Conference, New Orleans, LA.
- Herremans, I.M. and Hershcovis, M.S. (2001, June). *The evolution of environmental reporting in the petroleum industry in Canada*. Paper presented at the Canadian International Petroleum Conference, Calgary, Alberta.

OTHER PUBLICATIONS

- Hershcovis, M. S. & Weindhardt, J. (June 1, 2015). Women in leadership: Walking the gender tightrope. *Globe & Mail Leadership Lab*.
- Hershcovis, M.S., Reich, T.C., & Niven, K. (2015). Workplace bullying: Causes, consequences, and intervention strategies. *SIOP White Paper Series*, 3-22.
- Hershcovis, M.S. & Barling, J. (July 7, 2008). Workplace bullying costs companies time and talent. *Winnipeg Free Press*.
- Hershcovis, M.S. (2007). Teaching must not be trumped by research. *Canadian Association of University Teachers Bulletin*. 54(7).
- Herremans, I.M. and Hershcovis, M.S. (2002). The evolution of environmental reporting in the petroleum industry in Canada, *Journal of Canadian Petroleum Technology*, 41, 9, 8-10. (Invited Editorial.)

HONOURS AND AWARD

2018	Dean's Award for Research Excellence
2018	OBHR Research Professorship
2013	Rh Research Award, University of Manitoba
2012	Associates Achievement Award, Service, Asper School of Business
2011	University of Manitoba Merit Award for Research
2010	Certified Management Accountant (CMA) Merit Award for Research, Teaching, and Service at the Asper School of Business (2006-2010)
2009	Associates Achievement Award, Research, Asper School of Business
2009	University of Manitoba Merit Award for Service
2008	Emerald Literati Award for Excellence, Highly Commended Paper
2007	Associates Achievement Award, Research, Asper School of Business

TEACHING

2017	HROD 789: Advanced Topics in Organizational Behaviour
2017	HROD 317: Organizational Behaviour Haskayne School of Business, University of Calgary
2016	HROD 317: Organizational Behaviour Haskayne School of Business, University of Calgary
2015	HROD 317: Organizational Behaviour Haskayne School of Business, University of Calgary
2014	GMGT 7400: Workplace Mistreatment I. H. Asper School of Business, University of Manitoba (PhD seminar)
2010-	PHDM 7120: Management Research Project 1 (theoretical)
2010-	PHDM 7130: Management Research Project 2 (empirical)
2008-09	GMGT 7400: The Dark Side of Organizations Readings in sexual harassment, workplace aggression, and injustice.
2007-2014	GMGT 2070: Introduction to Organizational Behavior I. H. Asper School of Business, University of Manitoba (19 sections)
2005 – 06	Organizational Behavior (Distance Education) Queen's School of Business, Queen's University
2004 – 2006	Executive Consultant/Tutor Queen's School of Business Executive Development Program

STUDENT SUPERVISION

University of Calgary

2018	Post-doc Co-supervisor, Ivana Vranjes (Haskayne/Psychology)
2018	PhD Co-Supervisor, Zhanna Lyubykh (Haskayne)
2018	PhD Candidacy committee member, Aidan Dumaisnil (Haskayne)
2018	PhD Candidacy committee member, Steve Granger (Haskayne)
2017	PhD Candidacy committee member, Stephanie Law (Psychology)
2017	PhD Candidacy committee member, Sam Chow (Psychology)
2016	PhD Supervisor, Valerie Shan (Haskayne)
2016	MSc Thesis Committee member, Caitlin Comeau (Psychology)
2016	PhD Candidacy committee member, David Mayers (Psychology)
2015	MSc Thesis Committee member, Amanda Julian (Psychology)

University of Manitoba

2014-15	MSc Supervisor, Sarah McAmmond (Asper)
2013-15	PhD Program Committee member, Tamara Alexandra (Psychology)
2013	MSc Supervisor, Loie Gervais (Asper)
2013	PhD Program Committee member, Anastasia Sizykh (Asper)
2013-14	Honour's supervisor, Melissa Sekundiak (Psychology)
2012-13	MSc Program Committee member, Paul Dueck (Asper)
2012-13	Honour's supervisor, Vanna Leta, University of Manitoba (Psychology)
2012-13	Honour's supervisor, Anna Visperas, University of Manitoba (Psychology)
2010-12	MSc Program Committee member, Matt Aldeman (Asper)
2010-14	PhD Program and thesis Committee member, Olya Bullard (Asper)
2008-16	PhD Program and Thesis Committee Supervisor, Jennifer Bozeman (Asper)
2008- 2010	MSc Program Committee member, Patrick Bruning (Asper)
2007-2011	PhD Program and Thesis Committee Supervisor, Tara C. Reich (Asper)
2007-2009	PhD Program Committee member, Aijing Ran (Asper)

Other

2017	PhD External Examiner, Nicole Wilson, University of Alberta
2015-	PhD Program Committee member, Rima Tarraf, University of Western Ontario
2013	PhD External Examiner, Jane O'Reilly, University of British Columbia (Sauder School of Business)
2012	PhD External Examiner, Patrick Garcia, Australian National University
2010	PhD External Examiner, Bobbi Stadnyk, University of Regina

TEACHING CASES

Hershcovis, M.S. (2006). CAMPFIRE: A sustainable use of wildlife resources? In I.M. Herremans (Ed.), *Cases in Sustainable Tourism: An Experiential approach to Making Decisions*, (p. 245-261). Binghamton, NY: Haworth Hospitality Press.

PROFESSIONAL SERVICE

- 2017- Co-Editor, Special Issue, *Journal of Organizational Behavior* (with Lilia Cortina, Yannick Griep, and Sandra Robinson)
- 2016- Associate Editor, *Journal of Occupational and Organizational Psychology* (AJG-4 journal)
- 2016- Editorial Board, *Occupational Health Science*
- 2013- Editorial Board, *Journal of Applied Psychology*
- 2013- Editorial Board, *Journal of Occupational Health Psychology*
- 2012- Editorial Board, *Human Relations*
- 2012- Editorial Board, *Canadian Journal of Administrative Sciences*
- 2009-2013 Editorial Board, *Journal of Business and Psychology*

Ad hoc journal reviewing:

Academy of Management Journal, Applied Psychology: An International Review, Employee Responsibilities and Rights Journal, Group and Organization Management, Human Performance, Journal of Business Ethics, Journal of Business and Psychology, Journal of Management, Journal of Managerial Psychology, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, European Journal of Work & Organizational Psychology, Work & Stress.

Reviewing for granting agencies:

Social Sciences and Humanities Research Council of Canada (SSHRC), CFI and Insight Israel Science Foundation (ISF)

Ad hoc conference reviewing:

Academy of Management conference, Administrative Sciences Association of Canada conference, APA/NIOSH Work, Stress, & Health conference, Society of Industrial and Organizational Psychology conference

SERVICE

General

- 2018 Expert Witness, Senate Harassment Policy
- 2018 Expert Witness, House of Commons Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities on Bill C-65

- 2017 Sub-committee Chair, Hunter-Schmidt Meta-Analysis Award, Society of Industrial and Organizational Psychology
- 2016 Sub-committee Chair, Hunter-Schmidt Meta-Analysis Award, Society of Industrial and Organizational Psychology

University of Calgary

- 2016 Member, Diversity and Equity Network
- 2016 Member, Marketing faculty selection committee
- 2016 Chair, HROD instructor selection committee
- 2015 Member, Economics Headship Committee
- 2015 Member, Psychology Search Committee
- 2015 Member, Executive Committee
- 2015 Member, Strategy and Global Management Search Committee
- 2015 Chair, Ad hoc curriculum review committee (HROD)
- 2015 Chair, Ad hoc PhD admission process committee

University of Manitoba

- 2014-15 Member, University of Manitoba, President's Advisor Committee on Respect
- 2014 Member, University of Manitoba Strategic Planning Committee
- 2013-14 Member, Tenure Policy Revision Committee
- 2013-14 Chair, HR/OB Hiring Committee
- 2013- Chair, Entrepreneurship Hiring Committee
- 2013 Organizer, New Faculty Orientation week, Asper School of Business
- 2013 Presenter, University of Manitoba "Road to Tenure" workshop, University of Manitoba
- 2012-now Member, Faculty of Graduate Studies Appeals Committee, University of Manitoba
- 2012 Member, Budget Office Search Committee, Asper School of Business
- 2012-13 Member, Strategic Planning Committee, Asper School of Business
- 2012 Chair, HR Hiring Committee, Asper School of Business
- 2012 Member, Undergraduate Program Committee, Asper School of Business
- 2012 Member, Supply Chain Department Chair Hiring Committee, Asper School of Business
- 2012 Member, Dean's Advisor Committee on Tenure and Promotion Policy, Asper School of Business
- 2012 Member, Faculty of Graduate Studies Awards Committee, University of Manitoba
- 2011 Chair, OB/HR Hiring Committee, Asper School of Business
- 2011 Member, Strategy and Entrepreneurship Hiring Committee, Asper School of Business
- 2011 Member, Supply Chain Hiring Committee, Asper School of Business
- 2010 Member, Canada Research Chair Hiring Committee, Asper School of Business
- 2010-12 Member, Faculty of Graduate Studies Executive Committee, University of Manitoba

- 2010 External member, Political Sciences Hiring Committee, Faculty of Arts
- 2010 Department representative, Promotion Committee, Asper School of Business
- 2010 Member, Tenure Committee, Asper School of Business
- 2010-11 Member, MBA Program Committee, Asper School of Business
- 2010 Presenter, Preparing an SSHRC Standard Research Grant Proposal, University of Manitoba
- 2010-11 Chair, Graduate Research and PhD Committee, Asper School of Business
- 2009 Acting Faculty Advisor, Commerce Student Association, Asper School of Business
- 2009 Member, Reappointment (Dean) Advisory Committee, University of Manitoba
- 2008-09 Member, Nominating Committee, Asper School of Business
- 2008-09 Chair, Research and Publications Committee, Asper School of Business
- 2008-11 Chair, Departmental Graduate Research & PhD Committee, Department of Business Administration, Asper School of Business
- 2008-09 Hiring Committee, Accounting and Finance, Department of Accounting & Finance, Asper School of Business
- 2008-11 Hiring Committee, Supply Chain Management, Department of Supply Chain Management, Asper School of Business
- 2008-09 Faculty of Graduate Studies, Awards Committee, University of Manitoba
- 2008 Department Head Search Committee, Department of Business Administration, Asper School of Business
- 2007-09 Graduate Research and PhD Committee, Asper School of Business
- 2007-10 Faculty of Management Representative, Graduate Programs Council, University of Manitoba
- 2006-08 Member, Hiring Committee, Business Policy and Strategy, Department of Business Administration, Asper School of Business
- 2006-07 Member, Faculty Entertainment Committee, Asper School of Business

PROFESSIONAL AFFILIATIONS

- Academy of Management (USA)
- American Psychological Association (USA)
- Canadian Psychological Association
- Society of Industrial and Organizational Psychology (USA)

INVITED TALKS

- 2017 University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS) Speaker Series
- 2016 University of Calgary, Psychology Department Speaker Series
- 2016 University of Calgary and Calgary Public Library “Idea Igniters” talk on workplace bullying
- 2014 University of Manitoba Human Rights “Critical Conversations” speaker series on Sexual and Reproductive Rights – “Witness Reactions to Workplace Aggression”
- 2013 University of Manitoba Visionary Conversations: Sticks and Stones: Are we a Society of Bullies?

- 2012 Keynote address, Northwest Conference on Workplace Aggression/Violence, Portland, Oregon.
- 2011 University College Dublin, Smurfit Graduate Business School, Dublin
- 2011 Wilfrid Laurier University lecture series, Waterloo, ON
- 2010 University of New South Wales, Australian School of Business, Sydney, Australia
- 2010 Administrative Sciences Association of Canada doctoral consortium, Regina, SK
- 2010 Institute of Work Psychology doctoral consortium, Sheffield, UK
- 2009 Institute of Work Psychology, Sheffield, United Kingdom
- 2008 Canadian Forces and Department of National Defense, Winnipeg, Canada
- 2008 Wellness Institute at Seven Oaks General Hospital, Winnipeg, Canada

CONSULTING

- 2014 Deeley Fabbri Sellen LLP – Expert witness
- 2009 Inkster Christie Hughes LLP – Expert opinion
- 2009 Deeley Fabbri Sellen LLP – Expert witness

DISSEMINATION OF RESEARCH TO MEDIA

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|------------|---|
| Television | CBC National News, CBC Newsworld, CTV National News, CTV Calgary, CBC News at 6 (Calgary, Winnipeg), CBC News at 11 news (Calgary), Global TV (Calgary) |
| Radio | CBC national syndication programming (coast-to-coast interviews), CBC Homestretch, CBC Alberta at Noon, 98.5 FM (Montreal), 630 CHED (Edmonton), 660 News (Calgary), CFUN 1410 AM (Vancouver), CJOB 680 Winnipeg, CBC Radio Saskatchewan, CBC Radio 1 Winnipeg, CBC Radio Regina, News 1130 (Vancouver), Newstalk 1010 CFRB (Toronto), AM900 CHML (Hamilton), Andy Oudman Show (Hamilton), Charles Adler Show on National Radio (covering 14 cities), TCSN News (US) |
| Newspaper | Calgary Sun, Chicago Tribune, Chronicle Herald (Nova Scotia), China Daily News, Chronicle of Higher Education, Edmonton Sun, El Mundo (Spain), Financial Post, Globe and Mail, The Indian, La Presse (Montreal), Maariv (Tel Aviv, Israel), Montreal Gazette, Mumbai Mirror (India), National Post, New Zealand Herald, Newsday (New York), Ottawa Sun, Perfil (Argentina), Toronto Star, Toronto Sun, Vancouver Province, Vancouver Sun, Wall Street Journal, Washington Post, Winnipeg Free Press, Winnipeg Sun |
| Internet | ABC News, AOL on-line, allheadlinenews.com, Canadian Press, Canstar News, CanWest National, CBC National, CTV.ca, LiveScience.com, Macleans.ca, Reuters, Medical News Today, Scienceblog.com, Science Daily, thespec.com, Canada.com, Yahoo! |
| Magazines | APA Monitor, HR Magazine, Forbes, National Enquirer, Occupational Health and Safety Canada, Scientific American Mind, Working Well Magazine |