

CURRICULUM VITAE  
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**EDUCATION**

- 1999                    **Doctor of Philosophy**  
Wayne State University  
Detroit, Michigan  
**Major:** Industrial Organizational Psychology  
**Minor:** Social Psychology
- 1996                    **Master of Arts**  
Wayne State University  
Detroit, Michigan  
**Major:** Industrial Organizational Psychology
- 1995                    **Master of Science**  
Eastern Michigan University  
Ypsilanti, Michigan  
**Major:** Clinical Psychology
- 1980                    **Bachelor of Arts**  
Calvin University  
Grand Rapids, Michigan  
**Major:** Psychology

## ACADEMIC APPOINTMENTS

- 2014 – present** Professor, Industrial Organizational Psychology  
Department of Psychology  
*University of Windsor*  
Windsor, ON, Canada
- 2016 – 2017** Visiting Professor, Industrial Organizational Psychology  
Department of Psychology  
*Wayne State University*  
Detroit, Michigan, USA
- 2017, June** Visiting Scholar, Psychology  
*North-West University*  
Mafikeng, Republic of South Africa
- 2012 - 2013** Acting Head, Psychology Department  
*University of Windsor*  
Windsor, ON, Canada
- 2007 – 2014** Associate Professor, Industrial Organizational Psychology  
Department of Psychology  
*University of Windsor*  
Windsor, ON, Canada
- 2008, October** Visiting Professor, Organizational Behavior and Business Psychology  
*University of Tsukuba*  
Tsukuba, Japan
- 2002 – 2007** Assistant Professor, Industrial Organizational Psychology  
Department of Psychology  
*University of Windsor*  
Windsor, ON, Canada
- 2000 – 2002** Assistant Professor, Industrial Organizational Psychology  
Department of Psychology  
*University of Detroit Mercy*  
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**REFEREED PUBLICATIONS**  
(student authors in bold)

- Glazer, S., & Kwantes, C. T. (*in revision*). Cross-cultural issues in Industrial, Work, and Organizational Psychology. In *Oxford Research Encyclopedia of Psychology*. Oxford University Press.
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## BOOKS

Kwantes, C. T., & Glazer, S. (2017). *Culture, organizations, and work: Clarifying concepts*. In S. Glazer & C. T. Kwantes (Series Eds.), *SpringerBriefs in Culture, Organizations, & Work*. Cham, Switzerland: Springer.

## EDITED BOOKS

C. T. Kwantes & B. C. H. Kuo (Eds.) (2021). *Trust and Trustworthiness across Cultures: Implications for Societies and Workplaces*. In S. Glazer & C.T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer.

Safdar, S., Kwantes, C. T., & Friedlmeier, W. (Eds.) (2020), *Wiser World with Multiculturalism: Proceedings from the 24th Congress of the International Association for Cross-Cultural Psychology*. Access via [https://scholarworks.gvsu.edu/iaccp\\_proceedings/9/](https://scholarworks.gvsu.edu/iaccp_proceedings/9/)

## EDITED SERIES

S. Glazer & C. T. Kwantes (Series Eds.), *SpringerBriefs in Culture, Organizations, & Work*. Cham, Switzerland: Springer. (2017 – present).

S. Glazer & C. T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work Organizational, and Personnel Studies*. Cham, Switzerland: Springer (2019 – present).

Pekerti, A. (2019). *n-Culturalism in Managing Work and Life.: A New Within Individual Multicultural Model*. In S. Glazer & C.T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer.

Liao, Y., & Thomas, D. C. (2020). *Cultural Intelligence in the World of Work: Past, Present, Future*. In S. Glazer & C.T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer.

## BOOK CHAPTERS

Kwantes, C. T., & McMurphy, S. (2021). Contextual influences on trust and trustworthiness: An etic perspective. In C. T. Kwantes & B. C. H. Kuo (Eds.) *Trust and Trustworthiness across Cultures: Implications for Societies and Workplaces*. In S. Glazer & C.T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work Organizational, and Personnel Studies*. Cham, Switzerland: Springer.

Kwantes, C. T., & Bergeron, S., (2016). *Social Psychology Applied to Diversity in F. Schneider, J. Gruman & L. Coutts (Eds.) Applied Social Psychology, 3rd Ed. Thousand Oaks, CA, US: Sage Publications.*

- Talaei, A.,** & Kwantes, C. T. (2016). Money Attitudes among Iranians: A Test of Yamauchi and Templer's Money Attitudes Scale. In C. Roland-Lévy, P. Denoux, B. Voyer, P. Boski & W. K. Gabrenya Jr. (Eds.), *Unity, Diversity and Culture: Research and Scholarship Selected from the 22nd Congress of the International Association for Cross-Cultural Psychology* (pp. 267-271). Melbourne, Florida USA: International Association for Cross-Cultural Psychology. Access via [www.iaccp.org](http://www.iaccp.org).
- Dickson, M., Kwantes, C. T., and **Magomaeva, A. B.** (2014). Societal and Organizational Culture: Connections and a Future Agenda (Chapter 15, pp. 276-296) In B. Schneider & K. Barbera (Eds) *The Oxford Handbook of Organizational Climate and Culture*. New York, NY, USA: Oxford University Press.
- Kwantes, C. T., & **Koustova, N.** (2014). Social Revolutions: Changing Cultural Norms. In J. H. Ellens (Ed) *Winning Revolutions: The Psychosocial Dynamics of Revolts for Freedom, Fairness, and Rights*, Vol 2, (pp. 1-16.) Santa Barbara, CA: Praeger.
- Koustova, N.,** Kwantes, C. T., **Thrasher, G.,** & **Ferdinand, T.** (2014). Leadership in Leaderless Organizations. In J. H. Ellens (Ed) *Winning Revolutions: The Psychosocial Dynamics of Revolts for Freedom, Fairness, and Rights*, Vol 2, (pp. 37-56). Santa Barbara, CA: Praeger.
- Kwantes, C. T., & Chung-Yan, G. (2012). Developing a Global Mindset in the Canadian Context. In W. Mobley, et al (Eds). *Advances in Global Leadership, Vol 7* (pp. 291-316). Bingley, UK: Emerald Publishers.
- Kwantes, C. T., & Dickson, M. W. (2011). Organizational Culture in a Societal Context: Lessons from GLOBE and Beyond. In N. N. Ashkanasy, C. Wilderom, & M. F. Peterson (Eds.), Chapter 28, *The Handbook of Organizational Culture and Climate*. Second Edition (pp. 494 – 514). Newbury Park, CA: Sage.
- Kwantes, C. T., Bergeron, S., & **Kaushal, R.** (2011). Social Psychology Applied to Diversity In F. Schneider, J. Gruman & L. Coutts (Eds.) *Applied Social Psychology*, 2<sup>nd</sup> Ed. Thousand Oaks, CA, US: Sage Publications.
- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Davison, S. C., Dietz J., Gluesing, J., Kwantes, C. T., Lazarova, M., Madzar, S., Maloney, M. M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D. C., & Weber T. J. (2010). Scientific Mindfulness: A Foundation for Future Themes in International Business and Management. In Devinney, T.M., Pedersen, T. & L. Tihanyi (Eds). *Advances in International Management: The Past, Present and Future of International Business and Management*. 23, 43-73.
- Baghat, R., Billings, T., Lammel, A.M., ...Kwantes, C.T., et al (2009). Temporal Orientation and its Relationships with Organizationally Valued Outcomes: Results from a 14 Country Investigation. In A. Gari & K. Mylanos (Eds.) *Quod Erat Demonstrandum: From Herodotus' Ethnographic Journeys to Cross-Cultural Research*. Athens, Greece: Pedio Books Publishing.



Kwantes, C. T., & **Karam, C. M.** (2009). Social Axioms and Organizational Behaviors. In K. Leung, & M. Bond (Eds.) *Psychological Aspects of Social Axioms: Understanding Global Belief Systems*. New York, NY, US: Springer Publications.

Kwantes, C. T., Bergeron, S., & **Kaushal, R.** (2005). Social Psychology Applied to Diversity. In F. Schneider, J. Gruman & L. Coutts (Eds.) *Applied Social Psychology*. Thousand Oaks, CA, US: Sage Publications.

### NON-REFEREED PUBLICATIONS

Glazer, S., Robie, C., Kwantes, C. T., Saxena, M., Jain, S., & Munoz, G. (2021). An international perspective on changes in work due to COVID-19. *The Industrial-Organizational Psychologist*, 59(2), 35-43. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5395/ArtMID/19366/preview/true>

Glazer, S., Roach, K. N., with Dalal, R., Dryjanska, L., Ion, A., Kwantes, C. T., Moukarzel, R., O'Donnell, D. J., & Robie, C. (2021). Culture infused industrial and organizational psychology. *The Industrial-Organizational Psychologist*, 58(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4872/preview/true/Culture-Infused-Industrial-and-Organizational-Psychology>

Kwantes, C. T. (2019). Leadership and followership. *Journal of Aboriginal Economic Development*, 11(2), 20 - 24.

Kwantes, C. T., **Stonefish, T.**, Adair, W., & Weir, W. (2017). Contextualizing Lessons Learned from Sharing Knowledge ~ Building Relationships: Aboriginal Experiences in the Cross-Cultural Workplace. *Journal of Aboriginal Economic Development*, 10(2), 32-39.

Kwantes, C. T. (2014). Organizational Culture. In M. Vodosek & D. N. den Hartog (Eds.) *Encyclopedia of Management* (3<sup>rd</sup> ed., Vol 6 International Management). New York, NY: Wiley.

**Stonefish, T.**, & Kwantes, C. T. (2014). The World Values Survey. In M. Vodosek & D. N. den Hartog (Eds.) *Encyclopedia of Management* (3<sup>rd</sup> ed., Vol 6 International Management). New York, NY: Wiley.

**Talei, A.** & Kwantes, C. T. (2014). Organizational Attitudes. In M. Vodosek & D. N. den Hartog (Eds.) *Encyclopedia of Management* (3<sup>rd</sup> ed., Vol 6 International Management). New York, NY: Wiley.

### PRESENTATIONS TO PROFESSIONAL AUDIENCES (Refereed)

**Rauti, C.**, & Kwantes, C. T. *Cultural Beliefs and Work-Life Balance*. Presented at the 93<sup>rd</sup> Annual Meeting of the Midwestern Psychological Association, Virtual Conference, 2021.

**Kartolo, A., Kwantes, C. T., & Townsend, A.** *The Stereotype Content of Trustworthy Colleagues and Supervisors across 11 Nations*. Presented at the 2021 SIOP Annual Conference, **Winner of the 2021 SIOP Best International Poster award.**

Kwantes, C. T., **Livingstone, J.,** McMurphy, S., & **Kartolo, A.** *COVID health behaviour responses: An exploration of Canada and the USA*. Presented at the 93rd Annual Meeting of the Midwestern Psychological Association, Virtual Conference, 2021.

Talaei, A., & Kwantes, C. T. Towards a Conceptualization of Cultures of Trust. In O. Tararukhina (Chair) (July, 2020) *Multilevel Relationships Within Organizations*. Symposium accepted to "Psychology in the 21st Century: Open Minds, Societies & World, the 32nd International Congress of Psychology, Prague", Czech Republic, 2020/2021

Porto, J., & Kwantes, C. T. *Organizational Norms and Values*. Presented at "Psychology in the 21st Century: Open Minds, Societies & World, the 32nd International Congress of Psychology, Prague, Czech Republic," 2020/2021.

Kwantes, C. T., Kanazawa, Y., Watanabe, S., & Leupold, C. *Trustworthy Employee: A Three Country Comparison*. Presented at "Psychology in the 21st Century: Open Minds, Societies & World, the 32nd International Congress of Psychology, Prague, Czech Republic," 2020/2021.

Talaei, A., Hashemi, E., & Kwantes, C. T. *Dark Tetrad and Light Triad in relation to CWB: An investigation of organizational moderators*. Presented at "Psychology in the 21<sup>st</sup> Century: Open Minds, Societies & World, the 32<sup>nd</sup> International Congress of Psychology, Prague, Czech Republic," 2020/2021.

Hashemi, E., & Kwantes, C. T. *Work Ethics-Religiosity Relationship in Iranian Students*. Accepted for presentation at "Psychology in the 21<sup>st</sup> Century: Open Minds, Societies & World, the 32<sup>nd</sup> International Congress of Psychology," Prague, Czech Republic, 2020/2021.

**Kuan, H.T., Rauti, C., Samardzic, T., Bailey, E., Macissac, J., & Kwantes, C.T.** *Development and Validation of the Interpersonal Distrust Scale*. Accepted for presentation at "Psychology in Action" the 2020 National Convention for the Canadian Psychological Association, Montreal, QC, 2020. [Conference Cancelled]

Kwantes, C. T., **Power, J., Pacheco, R.,** Talaei, A. & Porto, J. *What Makes a Trustworthy Family Member? A Cross-Cultural Perspective*. Accepted for presentation at the 32nd Annual Convention of the Association for Psychological Science, Chicago, IL, US, 2020. [Conference Cancelled],

Kwantes, C. T., **Alwar, S.,** Talaei, A., & Boglarsky, C. *Organizational Cultures of Trustworthiness*. Accepted for presentation at the 32nd Annual Convention of the Association for Psychological Science, Chicago, IL, US, 2020. [Conference Cancelled]

**Samardzic, T.,** & Kwantes, C. T. *Contextualizing the Effect of Culture and Personality on Young Women's Body Appreciation*. Accepted for presentation at "Psychology in Action" the 2020 National Convention for the Canadian Psychological Association, Montreal, QC, 2020. [Conference Cancelled]

- Kwantes, C. T. & Murry, A. (Chairs) (May, 2020). *Bringing Indigenous Voices to Industrial Organizational Psychology*. Panel Discussion presented at the 2020 SIOP Annual Conference, Virtual.
- Kwantes, C. T., & Adair, W. L. (Chairs) (October, 2019). *Indigenous Workways: Creating Cultures of Trust via Effective Communication, Building Relationships, and a Climate for Cultural Safety for Indigenous Employees in Ontario and Canada*. Workshop presented at "Bridging the Gap: Unlocking Opportunities." The 26<sup>th</sup> Annual National Conference of cando, Gatineau, QC.
- Kwantes, C. T., **Cragg, S., Alwar, S. T.,** & Feola, M. *Enhancing Sustainability by Applying the Social Franchise Model to Foster Care Homes in the Global South*. Presented at the International Conference on Transformational Strategies for Business Sustainability, Bangalore, India, 2019.
- Kanazawa, Y., Kwantes C. T., & Watanabe, S. *Examining trustworthiness in Canadian and Japanese cultural context: How to quantify the distance between two groups each consisting of 3-dimensionally estimated objects?* Presented at the RIMS Kokyuroku Conference, Kyoto, Japan, 2019.
- Kwantes, C. T. (June, 2019). *Societal Culture, Role Relationships, and Trust in the Workplace*. In O. Tararukhina (Chair) Symposium *Driving Positive Experiences in the Workplace: Theory and Practice*, Presented at the 19<sup>th</sup> Congress of The European Association for Work & Organizational Psychology, Turin, Italy.
- Kwantes, C. T., **Smyth, K., & Gescanz, M.** *The Impact of Situational and Individual Differences on Trust Decisions*. Presented at the 91<sup>st</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2019.
- Burr, C. A.,** & Kwantes, C. T. *General Trust and Cynicism: Do They Translate to Organizational Attitudes?* Presented at the 91<sup>st</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2019.
- Schramer, K., Rauti, C., Kartolo, A.,** & Kwantes, C. T. *Measuring Burnout in Employed University Students*. Presented at the 91<sup>st</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2019.
- Burr, C. A.,** & Kwantes, C. T. *Trust as a Mediator between the Psychological Contract and Organizational Commitment*. Presented at the Society for Industrial Organizational Psychology's 34<sup>th</sup> Annual Conference, Baltimore, MD, USA, 2019.
- Kwantes, C. T., McMurphy, S., Kanazawa, Y., & Kuo, B.C.H. *Contextualizing Trustworthiness*. Presented at Trust Within and Between Organizations, the 10<sup>th</sup> First International Network on Trust Workshop, St. Gallen, Switzerland, 2019.
- Kwantes, C. T., & **Stonefish, T.** *Acculturation and Leadership Style Preferences*. Presented at the 22<sup>nd</sup> Annual National Conference of the Council for the Advancement of Native Development Officers, Edmonton, AB, Canada, 2018.

- Nascimento de Oliveira, A., Kwantes, C. T., dos Santos Pereira, J. J., Porto, J.** Confiança como um construto multidimensional (Trust as a multidimensional construct) [In Portuguese]. Presented at the annual conference of the Sociedade Brasileira de Psicologia - SBP (Brazilian Society of Psychology), São Leopoldo, RS, Brazil, 2018.
- Kwantes, C. T., McMurphy, S., Kanazawa, Y., & Kuo, B.C.H. *Trustworthiness in the Canadian Context*. Presented at 第19回ノンパラメトリック統計解析とベイズ統計 (The 19<sup>th</sup> Nonparametric Statistical Analysis and Bayesian Statistics Research Meeting), Keio University, Tokyo, Japan, 2018.
- Boglarsky, C. A., & Kwantes, C. T. *Japanese and non-Japanese Managerial Ratings*. Presented at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, ON, Canada, 2018.
- Kwantes, C. T. (2018, July). In S. Glazer (Chair) *Where in the world do we work? IO psychology across the globe*, Panel session at the 24<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Koustova, N., Burr, C. A., Taiwo, T., & Kwantes, C. T.** *Collectivist Frame Switching in Competitive and Cooperative Situations*. Presented at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, ON, Canada, 2018.
- Kwantes, C. T. (2018, April). In S. Glazer (Chair) *Drawing on Cross-Cultural Psychology to Internationalize IO Psychology*. Multidisciplinary Panel Session at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kartolo, A., Burr, C. A., & Kwantes, C. T.** *Are Trustworthy Descriptors Similar Across Cultures and Role Relationships? A Qualitative Comparison of Trustworthy Friends and Family from Canada and Taiwan*. Presented at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, ON, Canada, 2018.
- dos Santos Pereira, J. J., Talaei, A., Kartolo, A., Nascimento de Oliveira, A., & Kwantes, C. T.** *A Cross-cultural Exploratory Comparison of Trust in Interpersonal Relationships*. Presented at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, ON, Canada, 2018.
- Reich, C., Lutz, A., Kartolo, A., Mullins, M., & Kwantes, C. T.** *Effects of Relational Demography on Perceptions of Leaders*. Presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL, US, 2018.
- Lutz, A., Reich, C., Kartolo, A., Mullins, M., & Kwantes, C.T.** *Gender, Sexual Orientation, Ethnicity, Age, and Parental Status: Trust in Leadership*. Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, US, 2018.
- Kartolo, A. & Kwantes, C.T.** *The Impact of Perceived Organizational Discrimination on Psychological Well-Being and Turnover Intention: The Effect of Minority vs. non-Minority Status*. Presented at the 10<sup>th</sup> Biennial Congress of the International Academy for Intercultural Relations, Staten Island, NY, US, 2017.

- Kartolo, A.** & Kwantes, C.T. *The Impact of Organizational Culture on Perceptions of Organizational Discrimination*. Presented at the 78<sup>th</sup> Annual Convention of the Canadian Psychological Association, Toronto, ON, Canada, 2017.
- Kwantes, C. T., Kanazawa, Y., & Watanabe, S. *Prediction of Generalized Caution in Canada and Japan*. Presented at the 77<sup>th</sup> Annual Convention of the Canadian Psychological Association, Victoria, BC, Canada, 2016.
- Adair, W., Weir, W., **Stonefish, T.**, & Kwantes, C. T. *Promoting Aboriginal Youth Employment, Work Engagement, and Career Advancement*. Presented at the 21<sup>st</sup> Annual National Conference of the Council for the Advancement of Native Development Officers, Whitehorse, YT, Canada, 2016.
- Kwantes, C. T., & Boglarsky, C. A. *How We Do Things Around Here: The Relationship between Societal Values, Beliefs, and Ideal Organizational Culture*. Presented at the 2016 Annual Meeting of the Academy of International Business, New Orleans, LA, USA, 2016.
- Kwantes, C. T., & Porto, J. *Differential Predictors of Generalized Trust in Brazil and Canada*. Presented at the 77<sup>th</sup> Annual Convention of the Canadian Psychological Association, Victoria, BC, Canada, 2016.
- do Nascimento, T.**, Porto, J., & Kwantes, C. T. *How Transformational Leaders Can Enhance Followers' Proactivity: Can Do, Reason To, and Energized To Motivations in a Non-Profit Organization*. Presented at the 77<sup>th</sup> Annual Convention of the Canadian Psychological Association, Victoria, BC, Canada, 2016.
- McCulloch, J.**, & Kwantes, C. T. *Self Construal's Influence on Perceptions of Role Stressors in the Workplace*. Presented at the 2016 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2016.
- Erdelyan, A.**, & Kwantes, C. T. *The Effect of Differing Self-Construals on In-Group Self-Categorization*. Presented at the 2016 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2016.
- Kartolo, A.**, Kwantes, C. T., **Burr, C.**, **Erdelyan, A.**, **McCulloch, J.**, & **Ng, P.** *Cross-cultural Descriptions of Untrustworthiness: Relational vs Dispositional*. Presented at the 2016 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2016.
- Stonefish, T.**, Kwantes, C. T., **Abunya, A.**, **Ng, P.**, **Sytnyk, A.** *Is Trust in the Head or the Heart?: A Cross-cultural Examination by Gender Roles*. Presented at the 77<sup>th</sup> Annual Convention of the Canadian Psychological Association, Victoria, BC, Canada, 2016.

- Kwantes, C. T., Bond, M. H., & Leung, K. *Perceptions of Just Practice Moderate the Relationship between Social Cynicism and Organizational Cynicism*. Presented at the 23<sup>rd</sup> International Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan, 2016.
- Talaei, A.**, Aghababaei, N., & Kwantes, C. T. *A Cross-cultural Study of Moral Foundations Theory: The Role of Religiousness*. Presented at the 23<sup>rd</sup> International Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan, 2016.
- Kwantes, C. T., **Kartolo, A.**, **Stonefish, T.**, & Chekole, Y. A. *Generalized Trust and Caution across Cultures: A Comparative Study of Geographic Regions*. Presented at the 23<sup>rd</sup> International Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan, 2016.
- Kuo, B. C. H., & Kwantes, C. T. *Cultural Coping with Multiple Work Stressors among Undergraduate Students*. Presented at the 23<sup>rd</sup> International Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan, 2016.
- Kwantes, C. T., & **Stonefish, T.** *Prosocial Organizational Behaviours: Do Spiritualism and Fatalism Have the Same Impact?* Presented at the 5<sup>th</sup> Annual Conference on Integrating Spirituality and Organizational Leadership, Chicago, IL, USA, 2015.
- Sisic, M.**, **Szymczk, M.**, & Kwantes, C. T. *Gender, Emotion, and the Workplace*. Presented at the 2015 Annual Conference of the Canadian Psychological Association, Ottawa, ON, Canada, 2015.
- Talaei, A., **Kwantes, C. T.**, **Eggett, J.**, **Jamieson, K.**, & **Najafi, M.** *The Nature of Trust in Work and Family Contexts: A Qualitative Analysis*. Presented at the 2015 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2015.
- Talaei, A.**, & Kwantes, C. T. *Measuring General Motivation Types Based on Self Determination Theory*. Presented at the 2015 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2015.
- Koustova, N.**, Kwantes, C. T., & Kuo, B.C.H. *Individualist and Collectivist Intentions and Behaviours: Situational Scenarios in the Canadian Context*. Presented at the 2014 Annual Conference of the Canadian Psychological Society, Vancouver, BC, Canada, 2014.
- Stonefish, T.**, & Kwantes, C. T. *An Empirical Exploration of Cultural Values in a Canadian First Nations Context*. Presented at the 2014 Annual Conference of the Canadian Psychological Society, Vancouver, BC, Canada, 2014.
- Stonefish, T.**, & Kwantes, C. T. *Leadership and Acculturation: A First Nations Exploration*. Presented at the 2014 Annual Conference of the Canadian Psychological Society, Vancouver, BC, Canada, 2014.
- Talaei, A.**, & Kwantes, C. T. *Self-Appraisal of Job Performance: Honest Reflection or Self Protection Strategy?* Presented at the 2014 Annual Conference of the Canadian Psychological Society, Vancouver, BC, Canada, 2014.

- Lin, I., & Kwantes, C. T.** *A Cross-Cultural Examination of Trust in the Workplace: Conceptualizations of trustworthiness in the US, Canada, Taiwan, and People's Republic of China.* Presented at the 22<sup>nd</sup> International Congress of the International Association for Cross-Cultural Psychology, Reims, France, 2014.
- Talaei, A., & Kwantes, C. T.** *Money Attitudes among Iranians: A Test of the Yamauchi and Templar Money Attitude Scale.* Presented at the 22<sup>nd</sup> International Congress of the International Association for Cross-Cultural Psychology, Reims, France, 2014.
- Lin, I., Kwantes, C. T., Kuo, B. C. H., Leupold, C., & Zhao, C.** *Culture and Caution: A Contextual Analysis.* Presented at the 28<sup>th</sup> International Congress of Applied Psychology, Paris, France, 2014.
- Talaei, A., & Kwantes, C. T.** *Self Determination Theory in the Workplace: Does Job Level Matter?* Presented at the 28<sup>th</sup> International Congress of Applied Psychology, Paris, France, 2014.
- Kwantes, C. T., & Boglarsky, C. A.** *Men, Women, and Organizational Culture at the Top.* Presented at the 28<sup>th</sup> International Congress of Applied Psychology, Paris, France, 2014.
- Kwantes, C. T., & Percy, A.** *Social and Organizational Cynicism.* Presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2014.
- Moeller, C. & Kwantes, C. T.** *The Effects of Emotional Awareness on the Use of Aggressive Confrontation During Interpersonal Conflict.* Presented at the 74th annual convention of the Canadian Psychological Association, Quebec City, Quebec, 2013.
- Talei, A., & Kwantes, C. T.** *Personality, Motivation, Commitment.* Presented at the 74th annual convention of the Canadian Psychological Association, Quebec City, Quebec, Canada, 2013.
- Koustova, N., Thrasher, G., Fernando, T. & Kwantes, C. T.** *Leaderless Group Structure and Functions in the Occupy Movement.* Presented at the 2013 annual convention of the American Psychological Association, Honolulu, HI, USA, 2013.
- Talei, A., & Kwantes, C. T.** *Types of Employee Motivation as Predictors of Organizational Attitudes in Different Organizational Ranks.* Presented at the 2013 Annual Meeting of the Midwestern Psychological Association, Chicago, IL, USA, 2013.
- Locke, S., Chung-Yan, G., & Kwantes, C. T.** *The Effects of Autonomy and Self-Construals on Affective Organizational Commitment.* Presented at the 26<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology, San Diego, CA, USA, 2013.
- Kwantes, C. T., Arbour, S. A.** *Work-Related Injury: Impact on Nurses' Turnover and Turnover Intentions.* Presented at the 26<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology, San Diego, CA, USA, 2013.

- Lin, I.,** Kwantes, C. T., & den Hartog, D. N. *"I Learned to Talk": The Role of Income-generation Projects in Village Women's Empowerment in India.* Presented at the 21<sup>st</sup> Congress of the International Association for Cross-Cultural Psychology, Stellenbosch, South Africa, 2012.
- Kwantes, C. T., **Kraft, J. M., Fernando, T., Samples, M., Thrasher, G., & Woghiren, B.** *In-group and Out-group Emotional Displays in the Workplace: The Impact of Self-construal.* Presented at the 21<sup>st</sup> Congress of the International Association for Cross-Cultural Psychology, Stellenbosch, South Africa, 2012.
- Kraft, J. M., Lin, I. Y.** Kwantes, C. T., **Fernando, T., Samples, M., Thrasher, G., & Woghiren, B.** *Men and Women at Work: Emotional Display Norms in Organizational Settings.* Presented at the 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, USA, 2012.
- Butler, A.,** Kwantes, C. T., & Kuo, B. *The Interaction between Perceived Supervisory Support and Role Stressors on Normative Commitment.* Presented at the 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, USA, 2012.
- Watanabe, S., Lee, F., & Kwantes, C.T. *When Nurses' Agreeableness Affects Patient Satisfaction: A Mediating Role of Therapeutic Communication.* Presented at the 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, USA, 2012.
- Lin, I.,** & Kwantes, C. T. *The Potential Job Facilitation Benefits of "Water Cooler" Conversations.* Presented at the 2011 American Psychological Association Convention, Washington, DC, USA, 2011.
- Kwantes, C. T., **Arbour, S.,** & Watanabe, S. *Person-Job Fit and Satisfaction in Nurses' Early Job Tenure: Evidence from Canada and Japan.* Presented at the 26<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology, Chicago, IL, USA, 2011.
- Kwantes, C. T., **Kraft, J.,** & Kuo, B. C. H. *The Protestant Work Ethic and Normative Commitment.* Presented at the 26<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology, Chicago, IL, USA, 2011.
- Watanabe, S., Tanaka, D., Kanazawa, Y., & Kwantes, C. T. *A Big-5 x Achievement Motive Interaction Model of Customer Orientation among Japanese Salespeople.* Presented at the 2011 American Psychological Association Convention, Washington, DC, USA, 2011.
- Kwantes, C. T., **Karam C. M.** and Boglarsky, C. A. *Individual Level Cultural Values and Ideal Organizational Culture.* Presented at the XXI<sup>st</sup> Conference of the International Association of Cross-Cultural Psychology, Istanbul, Turkey, 2011.
- Kwantes, C. T., **Arbour, S.,** & Watanabe, S., *Person-Job Fit and Satisfaction in Nurses' Early Job Tenure: Evidence from Japan and Canada.* Presented at the XX<sup>th</sup> Conference of the International Association of Cross-Cultural Psychology, Melbourne, Australia, 2010.



- Kwantes, C. T., **Loebach, K., Gidak, N., Kraft, J., Lin, I., & Remo, N.**, *"The Good Employee": A Cross-National Media Analysis*. Presented at the XXth Conference of the International Association of Cross-Cultural Psychology, Melbourne, Australia, 2010.
- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Davison, S. C., Dietz J., Gluesing, J., Kwantes, C. T., Lazarova, M., Madzar, S., Maloney, M. M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D. C., & Weber T. J. *Scientific Mindfulness: A Foundation for Future Themes in International Business*. Presented at the 2010 annual Academy of Management conference, Montreal, QB, Canada, 2010. (**Winner of the Carolyn Dexter Best International Paper Award**).
- Watanabe, S., & Kwantes, C. T., *On Nurturance Need and Professional Growth for Japanese Registered Nurses*. Presented at the 22<sup>nd</sup> Annual Conference of the Association for Psychological Science, Boston, MA, USA, 2010.
- Butler, A.**, Kwantes, C. T., & Boglarsky, C. A., *Self-awareness as a Predictor of Managerial Effectiveness Using Two Different Cultural Dimensions*. Presented at the 22<sup>nd</sup> Annual Conference of the Association for Psychological Science, Boston, MA, USA, 2010.
- Kwantes, C. T., **Lin, I. Y., Gidak, N., & Schmidt, K.**, *Riding the Glass Escalator: Does Appearance Affect the Ride?* Presented at the 22<sup>nd</sup> Annual Conference of the Association for Psychological Science, Boston, MA, USA, 2010.
- Kuo, B. C. H., & Kwantes, C. T. *Interdependent Self Construal, Ethnic Identity, and Culture-based Coping: A Test of Interaction Effects*. Presented at the XXth Conference of the International Association of Cross-Cultural Psychology, Melbourne, Australia, 2010.
- Kraft, J. M.**, & Kwantes, C. T., *Psychological Fulfillment and Breach as Separate Constructs*. Presented at the 22<sup>nd</sup> Annual Conference of the Association for Psychological Science, Boston, MA, USA, 2010.
- Kwantes, C. T., **Kraft, J. M.**, & Boglarsky, C. A., *Antecedents of Intention to Stay in High/Low Job Security Situations*. Presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA, USA, 2009.
- Butler, A.**, & Kwantes, C. T., *Culture, Emotional Intelligence and Leadership*. Presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA, USA, 2009.
- Marcotte, E.**, & Kwantes, C. T., *Gender Based Value Differences in the Expectation of Organizational Commitment*. Presented at the 23<sup>rd</sup> Annual Convention for the Society for Industrial Organizational Psychology, New Orleans, LA, USA, 2009.
- Remo, N.**, & Kwantes, C. T., *Generation Y's Attitudes towards Contemporary Human Resource practices*. Presented at the 23<sup>rd</sup> Annual Convention for the Society for Industrial Organizational Psychology, New Orleans, LA, USA, 2009.

- Boglarsky, C. A., & Kwantes, C. T., *Intention to Stay and Intention to Leave: Are They Analogous?* Presented at the 23<sup>rd</sup> Annual Convention for the Society for Industrial Organizational Psychology, New Orleans, LA, USA, 2009.
- Boglarsky, C. A., & Kwantes, C. T., *Like Salt in the Sauce? Assertiveness and Leadership Revisited.* Presented at the 117th Annual Convention, American Psychological Association, Toronto, ON, Canada, 2009.
- Remo, N.**, & Kwantes, C. T., *Normative Commitment and Generalized Social Beliefs in Generation Y.* Presented at the 117th Annual Convention, American Psychological Association, Toronto, ON, Canada, 2009.
- Gidak, N.**, & Kwantes, C. T., *Organizational Culture and Commitment in Canadian Undergraduate Students.* Presented at the Eighty-first Annual Meeting, Midwestern Psychological Association, Chicago, IL, USA, 2009.
- Kraft, J.**, & Kwantes, C. T., *Psychological Contract Type and Organizational Commitment: Interactional Effects on Workplace Attitudes.* Presented at the 70<sup>th</sup> Annual Convention of the Canadian Psychological Association, Montreal, Quebec, Canada, 2009.
- Kraft, J.**, & Kwantes, C. T., *Psychological Contract Type, Contract Violations, and Intent to Stay.* Presented at the 23<sup>rd</sup> Annual Convention for the Society for Industrial Organizational Psychology, New Orleans, LA, USA, 2009.
- Pekerti, A., & Kwantes, C. T., *The Effect of Self-Construals on Perceptions of Organizational Events.* Presented at the 2009 Annual Meeting of the Academy of International Business, San Diego, CA, USA, 2009.
- Remo, N.**, & Kwantes, C. T., *The Temporal Aspect of Organizational Normative Commitment.* Presented at the 70<sup>th</sup> Annual Convention of the Canadian Psychological Association, Montreal, Quebec, 2009.
- Karam, C. M.**, & Kwantes, C. T. *Organizational Citizenship Behaviour in the Lebanese Cultural Context.* Presented at the 2008 Annual Meeting of the Academy of International Business, Milan, Italy, 2008.
- Kraft, J. M.**, Kwantes, C. T., & Boglarsky, C. A. *Organizational Culture across Different Industries: An Examination of Goods versus Services.* Presented at the 69<sup>th</sup> Annual Conference of the Canadian Psychological Association, Halifax, Canada, 2008.
- Arbour, S.**, & Kwantes, C. T. *Perceptions of Organizational Fit in Injured and Non-Injured Nurses.* Presented at the 20<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, USA, 2008.
- Kaushal, R.**, & Kwantes, C. T. *Conflict: Differences between Intended and Actual Conflict Management Strategies.* Presented at the 69<sup>th</sup> annual conference of the Canadian Psychological Association, Halifax, Canada, 2008.

- Chung-Yan, G., Kwantes, C. T., **Xu, Y.**, & Boglarsky, C. A. *The Influence of Self-Construals & Thinking Styles on the Relationship between Workplace Stressors and Strain*. Presented at the 69<sup>th</sup> annual conference of the Canadian Psychological Association, Halifax, Canada, 2008.
- Butler, A., & Kwantes, C. T. *Herzberg's Motivational theory: A Test of the Two-Factor Theory*. Presented at the 20<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, USA, 2008.
- Boglarsky, C. A., & Kwantes, C. T. *360-Degree Feedback Programs: A Comparison of Friendly, Neutral, and Adversarial Raters*. Presented at the 68th annual conference of the Canadian Psychological Association, Ottawa, Canada, 2007.
- Nguyen, D.**, Kwantes, C. T., & **Pinazza, S.** *Examining the Influences of Organizational Commitment Profiles on Interrole Conflict Among Employed Students*. Presented at the 68th annual conference of the Canadian Psychological Association, Ottawa, Canada, 2007.
- Arbour, S.**, Kwantes, C. T., & Boglarsky, C. A. *Person-Organization Fit and Value Congruence: Using Normative Behaviour to Predict Workplace Stress and Turnover Intentions*. Presented at the 68th annual conference of the Canadian Psychological Association, Ottawa, Canada, 2007.
- Kwantes, C. T., **Ali, S.**, Kuo, B. C. H., & Towson, S. *Allocentrism and Idiocentrism: Are Intentions and Behaviours Always Congruent?* Presented at the 68th annual conference of the Canadian Psychological Association, Ottawa, Canada, 2007.
- Kwantes, C. T., **Ali, S.**, Kuo, B. C. H., & Towson, S. *Measuring Intentions and Behaviours: Allocentrism and Idiocentrism in Cultural Context*. Presented at the 2007 Conference, International Academy of Intercultural Research, Groningen, the Netherlands, 2007.
- Boglarsky, C.A., & Kwantes, C. T. *Lateral versus Vertical Thinking in Leaders: Does Age Matter?* Presented at the 2007 Annual Conference, American Psychological Society, Washington, DC, USA, 2007.
- Kwantes, C. T. *Intellectual Capital and Organizational Competitiveness in the Global Economy: An Inquiry into the Possible Effects of Decline in Organizational Commitment*. Presented at the Fourth Annual JIBS Conference on Emerging Research Frontiers in International Business, San Diego, CA, USA, 2006.
- Kwantes, C. T., **Arbour, S.**, & Boglarsky, C. A., *Person-Organization Fit: An Organizational Level Analysis of Fit and Outcomes in Six National Contexts*, Presented at the annual convention of the Academy of International Business, Beijing, China, 2006.
- Boglarsky, C. A., & Kwantes, C. T., *Responses to 9/11: A Large Scale Look at Changes Pre and Post 9/11*, Presented at the Annual Convention of the American Psychological Society, New York, USA, 2006.

- Karam, C. M.**, & Kwantes, C. T., *Cross-cultural, Cross-level OCB Research: Understanding Work Behavior in Context*, Presented at the 18th International Congress, International Association for Cross-Cultural Psychology, Isle of Spetsis, Greece, 2006.
- Boglarsky, C. A., & Kwantes, C. T. *Organizational Cultures across National Boundaries*. Presented at the 67<sup>th</sup> annual convention of the Canadian Psychological Association, Calgary, AB, Canada, 2006.
- Boglarsky, C. A., & Kwantes, C. T. *Consulting Across the Border: What are the Differences between Canadian and US Workers*. Presented at the 67<sup>th</sup> annual convention of the Canadian Psychological Association, Calgary, AB, Canada, 2006.
- Boglarsky, C. A., & Kwantes, C. T. *Who is Happy and Why? Subjective Well-being and Associated Thinking Styles of US and Canadian Students*. Presented at the 17<sup>th</sup> Annual Convention of the American Psychological Society, Los Angeles, CA, USA, 2005.
- Boglarsky, C. A., & Kwantes, C. T. *The Role of Culture and Personality in the Conflict Process*. Presented at the Fourth Biennial Conference on Intercultural Research, Kent, OH, USA, 2005.
- Jackson, D. L., & Kwantes, C. T. *Predicting Actual Turnover among Quick Service Restaurant Employees*. Presented at the 51<sup>st</sup> annual conference of the Southwestern Psychological Association, Memphis, TN, USA, 2005.
- Kaushal, R.**, & Kwantes, C. T. *A Look at the Role of Cultural Values, Social Beliefs, and Personality Variables in the Conflict Process*. Presented at the Fourth Biennial Conference on Intercultural Research, Kent, OH, USA, 2005.
- Kwantes, C. T. *Multiculturalism: Lessons for Organizations from Counseling Psychology*. Presented at the annual meeting of the Academy of International Business, Quebec City, QB, Canada, 2005.
- Kwantes, C. T., & Jackson, D. L. *Staying or Going? Differential Relationships between Justice, Satisfaction, and Commitment between Remaining and Departed Employees*. Presented at the XII European Congress on Work and Organizational Psychology, Istanbul, Turkey, 2005.
- Kwantes, C. T., **Karam, C.**, Kuo, C. H., & Towson, S. *Social Axioms and Perceptions of Organizational Citizenship Behaviour*. Presented at the 9<sup>th</sup> European Congress of Psychology, Granada, Spain, 2005.
- Boglarsky, C. A., & Kwantes, C. T., *Ideal and Actual Culture: How Different is too Different?* Presented at the 65<sup>th</sup> Annual Conference of the Canadian Psychological Association, St. John's, Newfoundland, Canada, 2004.
- Elron, E., Osland, J., & Kwantes, C. T., *The Meeting of Cultures in Graduate Management Education: One More Round of an Experiential Exercise*. Presented at the XVII International Congress, International Association of Applied Psychology, Beijing, China, 2004.

Kwantes, C. T., & Boglarsky, C. T. *Organizational Culture and Social Cognition*. Presented at the annual conference of the Academy of International Business, Stockholm, Sweden, 2004.

Kwantes, C. T., Kuo, B. C. H., & Towson, S. *The Social Axioms Survey in a Canadian Context*. Presented at the 65<sup>th</sup> Annual Conference of the Canadian Psychological Association, St. John's, Newfoundland, Canada, 2004.

Kwantes, C. T. *Harmonizations at Work: Organizational Citizenship Behaviours and Culture*. Presented at the annual conference of the International Academy of Intercultural Research, Taipei, Taiwan, 2004.

Kwantes, C. T., Boglarsky, C. A., & Kuo, B. C. H. *One Organization, Three Countries: Harmonization in Organizational Culture*. Presented at the annual conference of the International Academy of Intercultural Research, Taipei, Taiwan, 2004.

Kwantes, C. T. *The Facets of Job Satisfaction: A Nine-Nation Comparative Study*. Presented at the annual conference of the Academy of International Business, Monterey, CA, USA, 2003.

Kwantes, C. T., & Boglarsky, C. A. *Individual Level Outcomes of the Relationship between Social and Organizational Cultures*. Presented at the International Association of Cross Cultural Psychology Sixth European Regional Congress, Budapest, Hungary, 2003.

Kwantes, C. T., & Elron, E. *Real Cultures in Real Interaction: An Experiential Exercise in Cross-cultural Graduate Education*. Presented at the International Association of Cross Cultural Psychology Sixth European Regional Congress, Budapest, Hungary, 2003.

Kwantes, C. T., & Elron, E. *Using Technology to Bridge the Ocean: An Interactive Exercise in Transnational Virtual Teamwork*. Presented at the Academy of Business Education, Third Annual Meeting, San Francisco, CA, USA, 2003.

**Lane, S.,** & Kwantes, C. T. *Repatriation and the Psychological Contract*. Presented at the American Psychological Society's 15<sup>th</sup> Annual Conference, Atlanta, GA, USA, 2003.

Kwantes, C. T., & Boglarsky, C. A., *Organizational Culture: Both Type and Strength do Matter*. Presented at the 14<sup>th</sup> Annual American Psychological Society Convention, New Orleans, LA, USA, 2002.

Kwantes, C. T., & Boglarsky, C. A., *The Impact of Occupational Choice on Preferred Organizational Culture*. Presented at the Identifying Culture Conference, Institute of International Business, Stockholm, Sweden, 2002.

**Wilson, S.,** & Kwantes, C. T., *The Effects of Gender, Work Empowerment, and Tolerance for Ambiguity on Life Stress Level*. Presented at the 14<sup>th</sup> Annual American Psychological Society Convention, New Orleans, LA, USA, 2002.

Kwantes, C. T. *Organizational Commitment, Organizational Citizenship Behaviors, and Withdrawal: A Two-Country Comparison*. Presented at the Annual Midwestern Academy of Management Conference, Toledo, OH, USA, 2001.

Kwantes, C. T. *Effective Teaching strategies for Hybrid Traditional/internet Classes*. Presented at the 13<sup>th</sup> Annual American Psychological Society Convention, Toronto, ON, Canada, 2001.

Hill, E.M., Craig, A.S., Ziemba, R., Kwantes, C.T., & Hannah, M.E. *Early Parental Investment, Socioeconomic Resources, and Mid-life Health*. Presented at the Human Behavior and Evolution Society meetings, London, England, 2001.

Kwantes, C. T., & Nabors, N. A. *Strategies for Teaching Courses on Prejudice and Discrimination from African- and European-American Perspectives*. Presented at the Annual Diversity Challenge, Institute for the Study and Promotion of Race and Culture, Boston College, Chestnut Hill, MA, USA, 2001.

Kwantes, C. T. *Individualism and Collectivism as Antecedents of Organizational Commitment: A Comparative Study of the United States and India*. Presented at the 15<sup>th</sup> Annual Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA, USA, 2000.

### INVITED PRESENTATIONS

*"Who is Trustworthy and Why?"* 2019, Manchester Metropolitan University, Manchester, UK.

*"Trust in Context: Societal and Organizational Aspects of Decisions to Trust"* 2017, North-West University, Public Lecture Series, Mafikeng, South Africa.

*"The International Trustworthiness Study: A Journey Behind the Scenes"* 2017, Wayne State University I/O Psychology Brown Bag Series, Detroit, Michigan, USA.

*"Cross-Cultural Organizational Research: Challenges and Opportunities"* 2015, University of Brasilia, Psychology Department Seminar, Brasilia, Brazil.

*"Leading Culture Change"* 2015, Christ University, Seminar on Leadership: Leading Desirable Changes in Higher Education for Higher Educational Leaders, Bangalore, India.

*"Presenteeism in the Workplace"* 2014, Windsor-Essex County Health Unit, Working Toward Wellness Luncheon Series, Windsor, ON, Canada.

*"Workplace Research across Societal Culture Borders"* 2014, Central Michigan University, Psychology Department Colloquium, Mt. Pleasant, MI, USA.

*"Trust in the Workplace"* 2014, Tsukuba University, Colloquium, Tsukuba, Japan.

*"Attitudes, Beliefs, Behaviours, and Norms in the Workplace – Is it all about Context?"* 2014, Wayne State University, I/O Psychology Brown Bag Series, Detroit, MI, USA.

*"Theoretical and Practical Challenges of Research across Societal Culture Boundaries"* 2012, Hebrew University of Jerusalem, Psychology Department Colloquium, Jerusalem, Israel.

*"Toward an Understanding of Culture: Psychometrics and Research Using the OCI® in a globalized context"* 2012, Benedictine University, Lisle, IL, USA.

*"Leadership and Cultures in Organizations"* 2012, Park Global Management Development Programme, Coimbatore, India.

*"Intellectual Capital and Organizational Competitiveness"* 2009, University of Tsukuba, Tsukuba, Japan.

*"What to Do With Culture?"* 2008, Wayne State University, I/O Psychology Brown Bag Series, Detroit, MI, USA.

*"CEOs and Neurotic Organization"* 1998, Executive Development Seminar, Indian Institute of Management, Bangalore, India.

## MEDIA AND TECHNICAL REPORTS

- Kartolo, A. B., Rauti, C.M., Schramer, K.M., & Kwantes, C. T.** (2019, March). Measuring Burnout in Employed University Students: Phase I [White Paper]. Retrieved from <https://www.ckwantes.com/research-results>
- Rauti, C. M., Kartolo. A. B., Schramer, K. M. & Kwantes, C. T.** (2019, May). Measuring Burnout in Employed University Students: Phase II [White Paper]. Retrieved from <https://www.ckwantes.com/research-results>
- Kartolo, A., Rauti, C.M. & Kwantes, C. T.** (2018, October 23). Organizational Culture Assessment in a Non-Profit Organization [Blog Post]. Retrieved from <https://www.humansynergistics.com/blog/constructive-culture-blog/details/constructive-culture/2018/10/23/organizational-culture-assessment-in-a-non-profit-organization>
- Kartolo, A., & Kwantes, C.T.** (2017, March 30). Constructive Organizational Cultures May Reduce Perceived Discrimination in the Workplace [Blog post]. Retrieved from <http://constructiveculture.com/constructive-organizational-cultures-may-reduce-perceived-discrimination-workplace/>
- Basok, T., Essex, J., Kwantes, C. T., Sinha, U. S., Sanches, H. E. (2010). *Worker responses to workplace hazards and injuries: The influence of ethnic and racial identity. Preliminary report on survey results.* For WSIB, Ontario, Canada.
- Shields, S., & Kwantes, C. T.** (2002). *Employee perceptions of supervisors, management, and quality of work life,* For Oakland County Lighthouse, Pontiac, MI, US.
- Kwantes, C. T., & Hannigan, M. A. (2000). *Analysis of employee retention,* For Flagstar Bank, Bloomfield Hills, MI, US.
- Kwantes, C. T. (1997). *Assessment of turnover intentions among employees,* For Webb India, Ltd., Bangalore, India.
- Kwantes, C. T. (1998). *Assessment of employee commitment bases,* For Britannia Foods, Ltd., Bangalore, India.
- Kwantes, C. T. (1998). *Evaluation of organizational commitment foci of employees,* For AMP, India Pvt Ltd, Bangalore, India.
- Kwantes, C. T. (1995). *Evaluation of the use of the Child Abuse Potential Inventory,* For Teen Ranch Foster Care Services, Inc., Southfield and Marlette, MI, US.



### EXTERNAL FUNDING

Agency: Social Sciences and Humanities Research Council (Partnership Engage Grant)  
Title: *Social Franchising of Foster Homes*  
Role: Principle Investigator  
Dates: September 1, 2018 - August 31, 2019  
Total Funds: \$25,000

Agency: Ontario Research Fund – Research Excellence  
Title: *Indigenous Workways: Creating cultures of trust via effective communication, building relationships, and a climate for cultural safety for Indigenous employees in Ontario and Canada*  
Role: Co-PI (Co-PI: Wendi Adair, University of Waterloo)  
Dates: April 2018 – June 2023  
Total Funds: \$1,000,000

Agency: Social Sciences and Humanities Research Council (Insight Grant)  
Title: *Indigenous Workways: Cultural Safety, Cultures of Trust and Psychologically Safe Workplaces*  
Role: Co-PI (Co-PIs: Wendi Adair, University of Waterloo; Jeffery Hewitt, University of Windsor)  
Dates: March 2018 – March 2021  
Total Funds: \$93,015

Agency: Mitacs  
Title: *Creating personality based coaching manuals to manage leader counterproductive work behaviours and improve leadership interpersonal competencies.*  
Role: Principle Investigator  
Dates: September 2018 – September 2019  
Total Funds: \$60,000

Agency: Society for Industrial and Organizational Psychology  
Title: *Investigating current measurement and aggregation controversies in the cross-cultural organizational literature*  
Role: Collaborator (PI: Marcus Dickson, Wayne State University)  
Dates: September 2016 – September 2018  
Total Funds: \$3,500 (USD)

Agency: Mitacs  
Title: *Designing and developing planning and decision making templates to manage contemporary counterproductive work behaviours*  
Role: Principle Investigator  
Dates: September 2017 – September 2018  
Total Funds: \$30,000

Agency: Social Sciences and Humanities Research Council (Connections Grant)  
Title: *Sharing Knowledge~Building Relationships Conference: Aboriginal Experiences  
in the Cross-Cultural Workplace*  
Role: Co-PI (Co-PIs: Wendi Adair, University of Waterloo; Warren Weir, University of  
Vancouver Island)  
Dates: January 2016 – June 2017  
Total Funds: \$25,000

## SERVICE

**Chair, Scientific Committee and Member, Conference Organizing Committee, 24<sup>th</sup> International Congress of the International Association for Cross-Cultural Psychology, 2018, University of Guelph, Guelph, ON.**

**Co-Editor, Book Series, Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies. Cham, Switzerland: Springer. (With Sharon Glazer, University of Baltimore)**

**Co-Editor, Book Series, SpringerBriefs in Culture, Organizations, & Work. Cham, Switzerland: Springer. (With Sharon Glazer, University of Baltimore)**

**Conference Organizer, *Sharing Knowledge ~ Building Relationships: Aboriginal Experiences in the Cross-Cultural Workplace*, 2016 University of Vancouver Island Cowichan Campus, Duncan, BC (SSHRC Funded)**

**Symposium Panel Speaker, *Drawing on Cross-Cultural Psychology to Internationalize Industrial Organizational Psychology*, 2018, Presented at the 2018 Meeting of Society for Industrial Organizational Psychology Annual Conference, Chicago, IL.**

**Symposium Panel Speaker, *Where in the World Do We Work? Industrial Organizational Psychology Around the Globe*, 2018, Presented at the 24<sup>th</sup> Conference of the International Association for Cross-Cultural Psychology, Guelph, ON.**

**Roundtable Organizer, *Culture, Values, and Success in the Workplace: Understanding Employment Realities of Aboriginal Workers*, 2015, 75th Annual Meeting of the Canadian Psychological Association, Toronto, ON. (With Wendi Adair, University of Waterloo)**

**Member, Small Grant Awards Committee, Society for Industrial and Organizational Psychology, 2014 - present**

**Member, International Affairs Committee, Society for Industrial and Organizational Psychology, 2019 - present**

### Board Memberships

Consulting Editor, Editorial Review Board, *Psychology: Organizations and Work*, 2015 – present

Member, Editorial Board, *International Journal of Cross-Cultural Management*, 2008 –present

Member, Curriculum Review Board, Park Global School of Business Excellence, Coimbatore, India, 2010 – 2013

Member, Advisory Committee to Global Executive Track Ph.D. in Industrial Engineering, Wayne State University, Detroit, MI, USA, 2008 – 2011

**Ad Hoc Reviewer** –various journals including:

Journal of Teaching in International Business, Personnel Review, International Journal of Knowledge Management, International Review of Administrative Sciences, Journal of Aboriginal Economic Development, Journal of Organizational Behavior and Human Decision Making, Canadian Psychology, Journal of International Business Studies, International Journal of Cross-Cultural Management, Journal of Cross-Cultural Psychology, Organizational Research Methods, Asia Pacific Management Review

**Honours**

Fellow, International Academy of Intercultural Relations  
Fellow, Midwestern Psychological Association

**University Committee Service**

*2002 – present:* Applied Social Psychology Internship Coordinator; Applied Social Psychology Training Committee, Chairperson; Graduate Studies Committee (Psychology Department); Psychology Department Executive Committee; Psychology Department Fundraising Committee (2003-2004); Psychology Department Space Committee (2002-2003)

*2000 – 2002:* University Internet/Web Supervisory Committee, College of Liberal Arts Information Technology Committee, College of Liberal Arts Academic Quality Committee, Department of Psychology Research and Statistics Committee, Department of Psychology Search Committee