

CURRICULUM VITAE
Revised June 2025

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EDUCATION

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| 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 <i>University of Windsor</i> Windsor, ON, Canada
2016 – 2017	Visiting Professor, Industrial Organizational Psychology Department of Psychology <i>Wayne State University</i> Detroit, Michigan, USA
2017, June	Visiting Scholar, Psychology <i>North-West University</i> Mafikeng, Republic of South Africa
2012 - 2013	Acting Head, Psychology Department <i>University of Windsor</i> Windsor, ON, Canada
2007 – 2014	Associate Professor, Industrial Organizational Psychology Department of Psychology <i>University of Windsor</i> Windsor, ON, Canada
2008, October	Visiting Professor, Organizational Behaviour and Business Psychology <i>University of Tsukuba</i> Tsukuba, Japan
2002 – 2007	Assistant Professor, Industrial Organizational Psychology Department of Psychology <i>University of Windsor</i> Windsor, ON, Canada
2000 – 2002	Assistant Professor, Industrial Organizational Psychology Department of Psychology <i>University of Detroit Mercy</i> Detroit, MI, USA

REFEREED JOURNAL PUBLICATIONS

(student authors in bold)

- Porto, J.B., Resende, M.M., Puente-Palacios, K., & Kwantes, C. T. (*submitted June 2025*). From values to actions: Investigating the impact of organizational values and moral attentiveness on ethical behavior at work. *Current Psychology*.
- Smith, P.B., Kirchner- Häusler, A., Grigoryan, L. ... Kwantes, C.T., and others (*submitted March 2025*). Which cultural dimensions predict variations in emotional conformity? An extension of Vishkin et al (2023) across 28 nations. *Journal of Cross-Cultural Psychology*.
- Pekerti, A.A., & Kwantes, C.T. (*submitted June 2025*). The dance of trust for multicultural individuals: Cognitive limitations, identity and heuristics unpacked. *Journal of International Management*.
- Kartolo, A., & Kwantes, C. T., **Ghadiri, S.** (*submitted June 2025*). The impact of gender and ethnic stereotypes on women's leadership evaluations. *Equality, Diversity and Inclusion: An International Journal*.
- Azizi, N.**, Kwantes, C.T., Talaei, A., & **Ghadiri, S.** (*revision submitted April 2025*) A within-role cross-cultural examination of trustworthiness descriptions in Canada and Iran. *International Perspectives in Psychology: Research, Practice, Consultation*
- Kwantes, C.T., Kuo, B.C.H., McMurphy, S., & **Livingstone, J.** (*in press*). Predictors of generalized trust: A cross-cultural study of Canada, China, Taiwan, and the US. *Basic and Applied Social Psychology*. <https://doi.org/10.1080/01973533.2025.2529512>
- Kuan, H.T., Rauti, C.**, Kwantes, C. T., & **Soleimani, M.** (2024). Exploring functional and dysfunctional aspects of interpersonal distrust. *Psychological Reports*, 69, 212-225. <https://doi.org/10.1007/s12646-024-00791-5>
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- Lun, V., Smith, P., Grigoryan, L. ... Kwantes, C. T. and others. (2023). Need for approval from others and face negotiation in interpersonal conflict outcome in 29 cultural groups. *International Journal of Psychology*, (58)3 258-271. <https://doi.org/10.1002/ijop.12895>
- Hashemi, E., & Kwantes, C.T. (2022). Religiosity-work ethics relationship and Protestant Work Ethics (PWE) – Islamic Work Ethics (IWE) similarities in Iranian students. *International Journal of Psychology (IPA)*, 16(1), 33-68. [doi: 10.21859/ijpb.16.1.33](https://doi.org/10.21859/ijpb.16.1.33)
- Kwantes, C. T. & **Kartolo, A.** (2021). A 10-nation exploration of trustworthiness in the workplace. *Interpersona: An International Journal on Personal Relationships*, 15(2), 146-166. <https://doi.org/10.5964/ijpr.5639>

- Smith, P., Easterbrook, M., Koc, Y. Kwantes, C. T., and others (2021). Is emphasis on dignity, honor and face more of an attribute of individuals or of cultural groups? *Cross-Cultural Research*, 55(2-3), 95-126. <https://doi.org/10.1177/1069397120979571>
- Kwantes, C. T., **Alwar, S. T., Cragg, S.,** & Feoli, M. (2020). Enhancing foster care home NGOs' sustainability via social franchising. *Management: Journal of Sustainable Business and Management Solutions in Emerging Economies*. 25(3), 55-64.
- Smith, P., Easterbrook, M., Kwantes, C. T. and others (2020). Sex differences in self-construal and in depressive symptoms: Predictors of cross-national variation. *Journal of Cross-Cultural Psychology*, 51(7-8), 616-635.
- Schramer, K., Rauti, C., Kartolo, A.,** & Kwantes, C. T. (2020). Examining burnout in employed university students. *Journal of Public Mental Health*, 19(1), 17-25. <https://doi.org/10.1108/JPMH-05-2019-0058>
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- Stonefish, T., & Kwantes, C. T.** (2017). Values and acculturation: A First Nations exploration. *International Journal of Intercultural Relations*, 61, 63-76. DOI: 10.1016/j.ijintrel.2017.09.005
- Idemudia, E. S., Kwantes, C. T. & Olasupo, M. O. (2017). Pathways to trust and caution among South African university students. *Journal of Psychology in Africa*, 6, 503-506.
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- Moeller, C., & Kwantes, C. T.** (2015). Too much of a good thing? Emotional intelligence and interpersonal conflict behaviors. *The Journal of Social Psychology*, 4(2), 314-324.
- Lin, I., & Kwantes, C. T.** (2014). Potential job facilitation benefits of “water cooler” conversations: The importance of social interactions in the workplace. *The Journal of Psychology: Interdisciplinary and Applied*, 149(3), 239-262.
- Kwantes, C. T., & Prasad, L. (2014). Test and extension of multiple foci/multiple components of workplace commitment in a hospital in India. *Vision – The Journal of Business Perspective*, 18(3), 165-174.
- Arbour, S., Kwantes, C. T., Kraft, J. M. & Boglarsky, C. A.** (2014). Person-organization fit: Using normative behaviors to predict workplace satisfaction, stress and intentions to stay. *Journal of Organizational Culture, Conflict, and Communication*, 185(2), 41-64.
- Butler, A., Kwantes, C. T., & Boglarsky, C. A.** (2014). The effects of self-awareness on perceptions of leadership effectiveness. *International Journal of Intercultural Relations*, 40, 87-98.
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- Billing, T. K., Bhagat, R. S., Babakus, E., Krishnan, B., Ford, D. L., Srivastava, B. N., Rajadhyaksha, U., Shin, M., Kuo, B., Kwantes, C. T., Setiadi, B., Mohd, A. (2014). Work-Family conflict and organisationally valued outcomes: The moderating role of decision latitude in five national contexts. *Applied Psychology: An International Review*, 63(1), 62-95.
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- Kwantes, C. T., **Arbour, S., & Watanabe, S.** (2012). Contextualizing the relationship between person-job fit and job satisfaction in Japanese and Canadian nurses. *Japanese Journal of Administrative Science*, 25(1), 29-43.

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- Kwantes, C. T., **Lin, I. Y.**, **Gidak, N.**, & **Schmidt, K.** (2011). The effect of attire on expected occupational outcomes for male employees. *Psychology of Men & Masculinity*, 12(2), 166-180. doi:10.1037/a0020872
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- Safdar, S., Friedlmeier, W., Matsumoto, D., Yoo, S., Kwantes, C., Kakai, H., *et al.* (2009). Variations of emotional display rules within and across cultures: A comparison between Canada, USA, and Japan. *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement*, 41(1), 1-10.
- Kwantes, C. T., **Karam, C. M.**, Kuo, B. C. H., & Towson, S. (2008). Organizational citizenship behaviours: The influence of culture. *International Journal of Intercultural Relations*, 32(3), 229-243.
- Matsumoto, D., Yoo, S....Kwantes, C. T., *et al.* (2008). Mapping expressive differences around the world: A thirty country study of display rules. *Journal of Cross-Cultural Psychology*, 39, 55-74.
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- Kwantes, C. T., (2003). Organizational citizenship and withdrawal behaviors in the USA and India: Does commitment make a difference? *International Journal of Cross-Cultural Management*, 3(1), 5-26.
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- Lee, R. E., Jager, K. B., & Whiting, J. B. & Kwantes, C. T. (2000). The factor structure of the Beavers Interactional Scales. *Contemporary Family Therapy*, 22(1), 81-90.

BOOKS

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

EDITED BOOKS

- Kwantes, C. T., Adair, W., Gosse, L., & Nahdee, R. (2025). Indigenous Workways: Making Space for Indigenous Employees. *Building Trust with Indigenous Employees: The Indigenous Workways Toolkit*. <https://ecampusontario.pressbooks.pub/indigenousemployees/>
- Kwantes, C. T. & Kuo, B. C. H. (Eds.) (2021). *Trust and Trustworthiness across Cultures: Implications for Societies and Workplaces*. Cham, Switzerland: Springer.

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).
- Adair, W.L., Buchan, N.R., Chen, X, & Liu, L.A. (2024). *What isn't being Said: Culture and Communication at Work*. 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.

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.

BOOK CHAPTERS

***Indicates refereed contributions**

Kwantes, C. T., & **Ankamah, P.** (submitted February 2025). Healing Leadership: Addressing Trauma and Building Supportive Organizational Cultures. In J. Wisdom and N. Nabors (Eds.). *Traumatic Experiences of Leadership*. American Psychological Association.

Soleimani, M. & Kwantes, C.T. (2025). Microaggressions in the Workplace. In C.T. Kwantes, W.L. Adair, L. Gosse, L & R. Nahdee (Eds.). *Building Trust with Indigenous Employees: The Indigenous Workways Toolkit*. (ebook)
<https://ecampusontario.pressbooks.pub/indigenousworkways/>

Amini, R. & Kwantes, C.T. (2025). Stereotype Threat. In C.T. Kwantes, W.L. Adair, L. Gosse, L & R. Nahdee (Eds.). *Building Trust with Indigenous Employees: The Indigenous Workways Toolkit*. (ebook) <https://ecampusontario.pressbooks.pub/indigenousworkways/>

Ghadiri, S. & Kwantes, C.T. (2025). Psychological Safety and Cultural Safety in the Workplace. In C.T. Kwantes, W.L. Adair, L. Gosse, L & R. Nahdee (Eds.). *Building Trust with Indigenous Employees: The Indigenous Workways Toolkit*. (ebook)
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Kwantes, C. T., **Ghadiri, S.**, & **Livingstone, J.** (2025). Cultural Safety Scale. C.T. Kwantes, W.L. Adair, L. Gosse, L & R. Nahdee (Eds.). *Building trust with Indigenous employees: The Indigenous Workways Toolkit*. University of Windsor. <https://ecampusontario.pressbooks.pub/indigenousworkways>

*Kwantes, C. T., **Jacobs, A.**, & **MacIntyre, M.M.** (in press). Cultural and psychological safety for Indigenous employees. In D. Stone et al (Eds) *Native American and Indigenous Peoples' World of Work, Research in Human Resource Management*. Charlotte, NC: Information Age Publishing.

*Glazer, S., & Kwantes, C.T. (2024). Cross-Cultural Positive Organizational Behaviour. In C.L. Cooper. S. Patnaik, & V.R. Rodriguez (Eds.), *Advancing Positive Organizational Behaviour*. Taylor & Francis.

- *Kwantes, C.T., Smart, B., & Adair, W. L. (2023). The impact of colonialism on inclusion and belonging in organizations. In J. Barnes, M. Stevens, B. Z. Ekelund & K. Perham-Lippman (Eds.) *Inclusive Leadership: Equity and Belonging in Our Communities*. [Chapter 4: pp. 39-52]. Leeds, UK: Emerald Publishing.
- *Glazer, S., & Kwantes, C. T. (2022). Cross-cultural issues in industrial, work, and organizational psychology. In J. M. Peiró (Ed.), *The Oxford Encyclopedia of Industrial and Organizational Psychology*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190236557.013.857>
- 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*. 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.
- 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.
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- Baghat, R., Billings, T., Lammell, 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.
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PUBLICATIONS (NON PEEER REVIEWED)

- Kwantes, C. T., McMurphy, S., & **Rauti, C.** (2022). Trust, Social Representations, Culture, and Health Behaviours Related to COVID-19 [White Paper]. *Trustworthiness Research Alliance*. DOI: 10.13140/RG.2.2.22275.78887
- 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>
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PRESENTATIONS TO PROFESSIONAL AUDIENCES (Refereed)

Porto, J.B., & Kwantes, C.T. *Pro-Organizational Unethical Behaviors: Evaluating Measurement Equivalence Across Brazil, Canada, and Mozambique*. Presented at el IX Congreso Iberoamericano de Psicología de las Organizaciones y el Trabajo -IX CIAPOT, Cartagena, Colombia, August 2025.

Kwantes, C.T., **Ghadiri, S.**, & **Livingstone, J.** *Developing a Cultural Safety Measure for Indigenous Employees*. Presented at the 85th Annual National Convention of the Canadian Psychological Association, St. John's, NL, June 2025.

Kwantes, C. T., & **Smicklas, J.** *The Influences of Cooperation-Competition and Individualism-Collectivism Interactions on Group Behaviours*. Presented at the 85th Annual National Convention of the Canadian Psychological Association, St. John's, NL, June 2025.

Talaei, A., Kwantes, C. T., & **Unis, S.** *Role-Dependent Integrity: Variations of Integrity Meaning Across Social Contexts*. Presented at the 85th Annual National Convention of the Canadian Psychological Association, St. John's, NL, June 2025.

Kwantes, C. T., **Ankamah, P.**, & **Livingstone, J.** *Desire to Lead: Personality and Cultural Values in Different Situations*. Presented at the 97th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2025.

Kwantes, C. T., **Livingstone, J.**, & **Ankamah, P.** *Situational Dynamics' Influence on Desire to Lead and Leadership Emergence*. Presented at the 97th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2025.

MacIntyre, M.M., **Dewar, D.** & Kwantes, C. T. (2024, June 20). *Indigenous worldviews*. In W.L. Adair, L. Gosse, & C.T. Kwantes (Co-Chairs) Increasing trust in the workplace via Indigenous Workways. [Pre-Conference Workshop] Canadian Psychological Association Annual Convention, Ottawa, ON, Canada.

- Ghadiri, S.** & Kwantes, C.T. (2024, June 20). *Cultural safety for Indigenous employees*. In W.L. Adair, L. Gosse, & C.T. Kwantes (Co-Chairs) Increasing trust in the workplace via Indigenous Workways. [Pre-Conference Workshop] Canadian Psychological Association Annual Convention, Ottawa, ON, Canada.
- Soleimani, M.,** & Kwantes, C.T. (2024, June 20). *Micro-aggressions in the workplace: Implications for Indigenous employees*. In W.L. Adair, L. Gosse, & C.T. Kwantes (Co-Chairs) Increasing trust in the workplace via Indigenous Workways. [Pre-Conference Workshop] Canadian Psychological Association Annual Convention, Ottawa, ON, Canada.
- Amini, R.,** & Kwantes, C.T. (2024, June 30). *Stereotype threat and its implications for Indigenous employees*. In W.L. Adair, L. Gosse, & C.T. Kwantes (Co-Chairs) Increasing trust in the workplace via Indigenous Workways. [Pre-Conference Workshop] Canadian Psychological Association Annual Convention, Ottawa, ON, Canada.
- MacIntyre, M.M.,** Kwantes, C. T., & Williams, M. *The experiences of racial discrimination and resilience: BIPOC university students*. Presented at the 57th Annual ABCT Conference. Seattle, WA, November 2023.
- Pekerti, A., & Kwantes, C.T. *Globalization and n-culturalism Identities' impact on trustees' trustworthiness – A multiple paradox phenomenon and agenda for future research*. Presented at the Academy of International Business 2023 Conference. Warsaw, Poland, June 2023.
- Kwantes, C. T., **Balmer, S., Soleimani, M., Livingstone, J. A., & Amini, R.,** *Psychological Safety dimensions at the organizational level*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- Amini, R., Ghadiri, S., Dewar, D., Henderson, M., Soleimani, M.,** & Kwantes, C. T. *Target responses to workplace microaggressions*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- Kwantes, C. T., Azizi, N., & Talaei, A. *Trustworthiness beyond the ABI model*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- Kwantes, C. T., **Jacobs, A, & MacIntyre, M.** *Cultural safety in the workplace for Indigenous employees*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- Livingstone, J.A., Henderson, M.,** & Kwantes, C. T. *Student employee burnout: Online learning and working during COVID-19*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- Tessier, S.** Kwantes, C. T., Buchanan, L., & Rangan, C. *Worldviews and the meaning of work: Indigenous and non-Indigenous Perspectives*. Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.

- Soleimani, M., Ghadiri S., Jamieson, M., Unis S., Hussein, N., & Kwantes, C. T.** *How do bystanders react to microaggressions?* Presented at the 84th Annual National Convention of the Canadian Psychological Association, Toronto, ON, June 2023.
- McMurphy, S., & Kwantes, C. T. *Assessing untrustworthiness in cultural contexts: A qualitative analysis of four countries.* Presented at the 12th FINT Workshop on Trust Within and Between Organizations. Helsinki, Finland, 2023.
- Jacobs, A.,** McMurphy, S., & Kwantes, C. T. *Talking in circles: Sharing Circles as interpretive and qualitative methodology.* Presented at the 39th Annual Qualitative Analysis Conference, Kelowna, BC, June 2023.
- Hussein, N.** & Kwantes, C. T. *Examining resilience in BIPOC versus non-BIPOC individuals and its role in buffering Covid-19 anxiety and stress.* Accepted for presentation at the 95th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2023. [withdrawn].
- Kwantes, C. T., & Adair, W. *Microaggressions in the context of workplaces.* Presented at the 95th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2023.
- Boglarsky, C., & Kwantes, C. T. *Organizational culture and the COVID-19 pandemic.* Presented at the 95th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2023.
- Talaei, A., & Kwantes, C. T. *Shedding more light on the Light Triad and the Dark Tetrad of personality: Organizational implications.* Accepted for presentation at the European Association of Work and Organizational Psychology: The Future is now: the changing world of work conference, Katowice, Poland, 2023 [withdrawn].
- Talaei, A., & Kwantes, C. T. *Differential roles of autonomy and relatedness in predicting discretionary behaviours.* Accepted for presentation at the 95th Annual Meeting of the Midwestern Psychological Association, Chicago, IL, April 2023 [withdrawn].
- Adair, W., Kwantes, C. T., & Gosse, L. *Making space for Indigenous employees.* Presented at the 2023 Annual Cannexus Conference, Ottawa, ON, 2023.
- Tessier, S., Needs, M.,** Kwantes, C. T., Rangan, C., & Buchanan, L. *The politics of language: How perspective shapes semantic space.* Presented at the 12th International Conference on the Mental Lexicon, Niagara-on-the-Lake, ON, 2022.
- McMurphy, S., Lwin, K., & Kwantes, C. T. *Shifting the paradigm from engaging in trust to developing trustworthiness: Perspectives on enhancing professional education.* Presented at the 38th Qualitative Analysis Conference, St. John's, NL, 2022.
- Gosse, L., & Kwantes, C. T. *Trust and Psychological Safety for Minority and Non-minority Employees.* Presented at the Midwestern Psychological Association Annual Conference, Chicago, IL, US, 2022.

- Soleimani, M., Hussein, N., Tahsin, F., Livingstone, J., Coxaj Ruiz, L., Dugal, E., & Kwantes, C. T.** *Two Different Worlds? Psychological Safety for Minority and Non-Minority Group Members*. Presented at the Midwestern Psychological Association Annual Conference, Chicago, IL, US, 2022.
- Jacobs, A., MacIntyre, M., Rhee, S., Lanoue, N., & Kwantes, C. T.** *It Must Exist Somewhere? The Search for Psychological Safety in the Indigenous Workforce*. Presented at the Midwestern Psychological Association Annual Conference, Chicago, IL, US, 2022.
- Livingstone, J., Dugal, E., Soleimani, M., Ryan, T., Bondy, B., Tahsin, F., Hussein, N., Kwantes, C. T., & Ekelund, B. Z.** *Employee Expectations of Psychological Safety Within Two Different Norwegian Organizational Settings*. Presented at the Midwestern Psychological Association Annual Conference, Chicago, IL, US, 2022.
- Smyth, K. & Kwantes, C. T.** *Propensity to Trust: Impacted by personality, culture, or both?* Presented at the Midwestern Psychological Association Annual Conference, Chicago, IL, US, 2022.
- Kwantes, C. T., **Rauti, C.**, Bang, H., & Ekelund, B. Z. *Psychological Safety, Conflict & Team Performance*. Presented at the Canadian Psychological Association Annual Convention, Calgary, AB, 2022.
- Kwantes, C. T., **Soleimani, M. & Kartolo, A.** *Workplace Microaggressions: The Role of Culture*. Presented at the Canadian Psychological Association Annual Convention, Calgary, AB, 2022.
- Kwantes, C. T., McMurphy, S., & **Rauti, C.** *Social Representations and COVID-19 Behaviours*. Presented at the Canadian Psychological Association Annual Convention, Calgary, AB, 2022.
- Kwantes, C. T., McMurphy, S., Ekelund, B. Z., & **Soleimani, M.** *Cognitive Styles and Trustworthiness Expectations*. Presented at the Canadian Psychological Association Annual Convention, Calgary, AB, 2022.
- Rauti, C., & Kwantes, C. T.** *Cultural Beliefs and Work-Life Balance*. Presented at the 93rd 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, 2021, **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 presented at "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 21st Century: Open Minds, Societies & World, the 32nd 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 21st Century: Open Minds, Societies & World, the 32nd 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 26th 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. *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 19th Congress of The European Association for Work & Organizational Psychology, Turin, Italy, 2019.

Kwantes, C. T., **Smyth, K., & Gescanz, M.** *The Impact of Situational and Individual Differences on Trust Decisions*. Presented at the 91st 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 91st 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 91st 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 34th 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 10th First International Network on Trust Workshop, St. Gallen, Switzerland, 2019.

Kwantes, C. T., & **Stonefish, T.** *Acculturation and Leadership Style Preferences*. Presented at the 22nd 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 19th 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 24th 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 10th 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 78th 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 77th 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 21st 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 77th 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 77th 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 77th 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 23rd 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 23rd 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 23rd 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 23rd 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 5th 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 22nd 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 22nd 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 28th 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 28th 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 28th 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 26th 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 26th 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 21st 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 21st 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 24th 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 24th 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 24th 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 26th 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 26th 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 XXIst 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 XXth 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 22nd 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 22nd 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 22nd 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 22nd 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 21st 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 21st 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 23rd 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 23rd 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 23rd 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 70th 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 23rd 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 70th 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 69th 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 20th 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 69th 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 69th 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 20th 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 67th 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 67th 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 17th 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 51st 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 9th 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 65th 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 65th 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 15th Annual Conference, Atlanta, GA, USA, 2003.
- Kwantes, C. T., & Boglarsky, C. A., *Organizational Culture: Both Type and Strength do Matter*. Presented at the 14th 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 14th 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 13th 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 15th 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

- Schramer, K., Rauti, C., Kartolo, A., & Kwantes, C. T.** (2020). Kindness matters: Examining burnout in employed university students. Presentation featured in Emerald Publishing's 2020 Mental Health Awareness Week. Available at: <https://youtu.be/cGDZg2ORDsY> or
- 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.

SELECT EXTERNAL FUNDING

Agency: Think2Perform Research Institute
Title: *The Role of Health-Promoting Leadership in Reinforcing Subordinates' Meaningfulness in Life and Meaning in Stressful Events: A Cross-Cultural Study*
Role: Co-Investigator (PI: Sharon Glazer, Rutgers University)
Dates: August 2025 – August 2027
Total Funds: \$5,000 (USD)

Agency: Social Sciences and Humanities Research Council (Insight Grant)
Title: *Exploring the impact of culture on metamemory*
Role: Co-Investigator (PI: Kristoffer Romero, University of Windsor)
Dates: April 2024 – March 2026
Total Funds: \$68,375

Agency: Social Sciences and Humanities Research Council (Partnership Engage Grant)
Title: *Social Franchising of Foster Homes*
Role: Principal 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 (with Wendi Adair, University of Waterloo)
Dates: April 2018 – September 2024
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 (with 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: Principal 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

Co-Chair and Presenter, Adair, W.L., Gosse, L., Kwantes, C.T. (2024, June 20). Increasing trust in the workplace via Indigenous Workways. [Pre-Conference Workshop] *Canadian Psychological Association Annual Convention*, Ottawa, ON, Canada.

Chair, Scientific Committee and Member, Conference Organizing Committee, *24th 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 24th 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