

CURRICULUM VITAE

Annika Hillebrandt

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ACADEMIC POSITION

2018-present Assistant Professor (tenure-track)
Human Resources Management/Organizational Behaviour
Ted Rogers School of Management
Toronto Metropolitan University (formerly Ryerson University)

EDUCATION

Ph.D. Wilfrid Laurier University, Waterloo, ON
Organizational Behaviour/Human Resource Management, 2018

M.Sc. Wilfrid Laurier University, Waterloo, ON
Organizational Behaviour/Human Resource Management, 2012

B.A. McGill University, Montreal, QC
Honours Psychology/Minor Linguistics, 2009
First Class Honours

National University of Singapore, Singapore
Study abroad program, Fall 2007

RESEARCH INTERESTS

My research interests focus on behavioral ethics and emotions in the workplace. In my main line of research, I draw on a variety of research methods to examine the consequences of unethical workplace behaviour for employees and their social relationships in the workplace. In addition, I am very interested in how my primary research areas can generate insight into other domains, including organizational justice, deviance, forgiveness, and negotiation.

SELECTED AWARDS AND HONOURS

- 2022 **Best Reviewer Award - Academy of Management Journal**
- 2020-
2022 **TRSM Outstanding Research Recognition Fund**
Ted Rogers School of Management, Toronto Metropolitan University.
Four publication awards (\$2,000 each) for publishing in top-tier journals.
- 2020 **Dean's Service Award**
Ted Rogers School of Management, Toronto Metropolitan University.
Award for exceptional service contributions in the 2019/20 academic year.
\$2,000.
- 2020 **TRSM Research Recognition Award**
Ted Rogers School of Management, Toronto Metropolitan University.
Award for exceptional research achievements in the 2019/20 academic year.
- 2019 **Human Resources Research Institute (HRRI) *Best Dissertation Award***
Winner of the HRRI annual award for the best doctoral dissertation in Canada.
\$4,000.
- 2018 **Governor General's Academic Medal**
Wilfrid Laurier University. University-wide academic medal awarded to the
graduate student who achieved the highest academic standing upon graduation.
- 2018 **Gold Medal of Academic Excellence**
Wilfrid Laurier University. Medal for academic excellence at the doctoral level.
- 2017 **30 in 30 Award**
Wilfrid Laurier University Graduate Students' Association. Recognizing current
and former graduate students who best exemplify a life of leadership and purpose.
- 2017-
2018 **Ontario Graduate Scholarship**
\$15,000.
- 2016 **Institutional Nominee for the SSHRC Talent Award**
Wilfrid Laurier University.
- 2012-
2016 **SSHRC – Joseph-Armand Bombardier CGS Doctoral Scholarship**
\$105,000.
- 2015 **Doctoral Travel and Research Award**
Wilfrid Laurier University. Faculty of Graduate and Postdoctoral Studies.
\$1,250.
- 2013 **Human Resources Research Institute (HRRI) Best Masters Research Award**

- HRRI annual award for the best Master's thesis in Canada.
\$2,000.
- 2012 **Graduate Gold Medal for the Master's Level**
Wilfrid Laurier University. Medal for academic excellence at the Master's level.
- 2011-2012 **SSHRC – Joseph-Armand Bombardier CGS Master's Scholarship**
\$17,500.
- 2011 **Ontario Graduate Scholarship**
\$15,000 (declined to accept SSHRC).
- 2009 **First Class Honours**
McGill University. Cumulative GPA upon graduation: 3.94/4.00 (99%).
- 2006-2009 **Dean's Honour List** (every eligible year)
McGill University. Designation for students who rank in the top 10% of their faculties.
- 2007 **Mary Coppin Scholarship**
McGill University. Scholarship for outstanding students in a full-time undergraduate degree program in the Faculty of Arts.
\$3,000.
- 2007 **MacLean Murray Scholarship**
McGill University. Awarded by the Faculty of Arts Scholarships Committee on the basis of academic merit.
\$1,500.
- 2006, 2007 **James McGill Award**
McGill University. Monetary award for students who rank in a maximum of the top 5% of their faculties.
\$500 and \$3,800, respectively.

GRANTS

Awarded:

- 2021-2023 **SSHRC Insight Development Grant** - \$54,603 (sole investigator).
“How organizational misconduct affects employees: Understanding the impact of organizational misconduct on individuals' moral self-concepts and behavioural reactions”
- 2020-2021 **SSHRC Explore Grant** - \$6,751.50 (sole investigator). *“Perceiving the organization as unhuman: Examining the role of de-anthropomorphism in employee unethical behavior”*

- 2019- **TRSM Research Development Grant** - \$7,000 (sole investigator).
2021 “Ashamed but willing to make amends: When and why engaging in workplace cheating behavior predicts organizational citizenship behavior”

PUBLICATIONS AND PRESENTATIONS

Authorship was assigned based on contributions towards the research and manuscript preparation, with the primary contributor listed first. Citation counts were retrieved via Google Scholar on August 23, 2022.

Refereed journal articles – published

Hillebrandt, A., Brady, D. L., Saldanha, M. F., & Barclay, L. J. (2022). The paradox of paranoia: How one’s own self-interested unethical behavior can spark paranoia and reduce affiliative behavior toward coworkers. *Journal of Business Ethics*. Advance online publication. DOI: [10.1007/s10551-022-05141-x](https://doi.org/10.1007/s10551-022-05141-x)
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 6.33

Hillebrandt, A., & Barclay, L. J. (2022). How COVID-19 can promote workplace cheating behavior via employee anxiety and self-interest – and how prosocial messages may overcome this effect. *Journal of Organizational Behavior*, *32*, 858-877. DOI: [10.1002/JOB.2612](https://doi.org/10.1002/JOB.2612).
A in ABDC list; Impact factor: 10.08; 5 citations*

Featured on: CTV News; CityNews 570 (live radio interview); 900 CHML (live radio interview); Global News 980 CFPL (live radio interview); Global News 640 Toronto (live radio interview); Corus Radio 630 CHED (live radio interview).

Hillebrandt, A., Saldanha, M. F., Brady, D. L., & Barclay, L. J. (2021). Delivering bad news fairly: The influence of core self-evaluations and anxiety for the enactment of interpersonal justice. *Human Relations*, *75*, 1238-1269. DOI: [10.1177/00187267211011000](https://doi.org/10.1177/00187267211011000).
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 5.66; 1 citation*

Hillebrandt, A., & Barclay, L. J. (2020). How cheating undermines the perceived value of justice in the workplace: The mediating effect of shame. *Journal of Applied Psychology*, *105*, 1164-1180. DOI: [10.1037/apl0000485](https://doi.org/10.1037/apl0000485).
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 11.80; 12 citations*

Hillebrandt, A., & Barclay, L. J. (2017). Comparing integral and incidental emotions: Testing insights from emotions as social information theory and attribution theory. *Journal of Applied Psychology*, *102*, 732-752. DOI: [10.1037/apl0000174](https://doi.org/10.1037/apl0000174).
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 11.80; 55 citations*

Featured in: Riggio, R. E., & Johnson, S. K. (2022). *Introduction to industrial/organizational psychology*, 8th Edition (forthcoming). Routledge. ISBN: 9780367699468

Hillebrandt, A. & Barclay, L. J. (2017). Observing others' anger and guilt can make you feel unfairly treated: The interpersonal effects of emotions on justice-related reactions. *Social Justice Research, 30*, 238-269. DOI: 10.1007/s11211-017-0290-5. *Official Journal of the International Society for Justice Research; Impact factor: 1.70; 18 citations*

Hillebrandt, A. (2013). When and why does corporate social responsibility work? Exploring insights from psychological theories and perspectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 342-346. DOI: 10.1111/iops.12063. *Official publication of the Society for Industrial/Organizational Research; Impact factor: 9.38; 9 citations*

Hillebrandt, A., & Barclay, L. J. (2013). Integrating organizational justice and affect: New insights, challenges, and opportunities. *Social Justice Research, 26*, 513-531. DOI: 10.1007/s11211-013-0193-z. *Official journal of the International Society for Justice Research; Impact factor: 1.70; 36 citations*

Refereed conference presentations

**Denotes graduate student co-author*

Herrewynen, M.*, & **Hillebrandt, A.** (2022, August). *How organizational transgressions can prompt prosocial and deviant behavior in employees via guilt.* Paper presentation at the 2022 Annual Meeting of the Academy of Management, Seattle, WA.

Saldanha, M. F., **Hillebrandt, A.**, Peralta, C. F., & Brady, D. L. (2022, August). *When apologies make things worse: The interactive effects of inability to forgive and apology.* Paper presentation at the 2022 Annual Meeting of the Academy of Management, Seattle, WA.

Vassyukova, D.*, Zolfagharinia, H., & **Hillebrandt, A.** (2022, June). *The Covid-19 pandemic and the wellbeing of long-haul truck drivers: A case study analysis.* Paper presentation at the 2022 INFORMS/CORS International Conference, Vancouver, BC.

Saldanha, M. F., Brady, D. L., **Hillebrandt, A.**, & Barclay, L. J. (2021, July). *Forgiveness, shame, and avoidance of the offender: The moderating role of received apologies.* Paper presentation at the Biannual Meeting of the International Society for Justice Research, Lisbon, Portugal.

Hillebrandt, A., Brady, D. L., Saldanha, M. F., & Barclay, L. J. (2021, April). *How engaging in workplace cheating behavior can trigger state paranoia and undermine helping behavior.* Paper presentation at the Society for Industrial and Organizational Psychology Annual Conference (virtual due to Covid-19).

Hillebrandt, A. (2020, August). *In the aftermath: Examining employees' justice-related values following workplace cheating behavior*. Paper presentation at the Annual Meeting of the Academy of Management, Vancouver, BC.

Hillebrandt, A., Saldanha, M. F., & Brady, D. L. (2020, August). *Understanding interpersonal justice enactment by integrating the 'who' and the 'why'*. Paper presentation at the Annual Meeting of the Academy of Management, Vancouver, BC.

Hillebrandt, A., & Barclay, L. J. (2017, August). *Examining how cheaters value justice in the workplace*. Paper presentation at the Annual Meeting of the Academy of Management, Atlanta, GA.

Hillebrandt, A., Barclay, L. J., & Cropanzano, R. (2015, August). *The interpersonal effects of incidental emotions in negotiation*. Paper presentation at the Annual Meeting of the Academy of Management, Vancouver, BC.

Hillebrandt, A., & Barclay, L. J. (2013, August). *Angry, guilty, or proud? The effect of coworkers' emotions on fairness perceptions*. Paper presentation at the Annual Meeting of the Academy of Management, Orlando, FL.

Woods, A. J., Lehet, M., **Hillebrandt, A.,** & Chatterjee, A. (2011, April). *The timing of space and time in perceptual causality*. Poster presentation at the 18th Annual Meeting of the Cognitive Neuroscience Society, San Francisco, CA.

Other conference activities

Symposium co-organizer and chair. (2020, August). *Understanding the aftermath of unethical behavior: Theoretical and empirical advances*. Symposium co-chaired with Marie Mitchell at the Annual Meeting of the Academy of Management, Vancouver, BC.

Paper session chair. (2020, August). *The implications of power and hierarchy*. Session chair at the Annual Meeting of the Academy of Management, Vancouver, BC.

Symposium co-organizer and chair. (2017, August). *Cheating in the workplace: New directions in theory and research*. Symposium co-chaired with Laurie J. Barclay at the Annual Meeting of the Academy of Management, Atlanta, GA.

Symposium co-organizer and chair. (2015, August). *Interpersonal influences of emotions in the workplace: New directions in theory and research*. Symposium co-chaired with Laurie J. Barclay at the Annual Meeting of the Academy of Management, Vancouver, BC.

GRADUATE STUDENT TRAINING

PhD Supervisor

<i>Student name</i>	<i>Program</i>	<i>Degree progress</i>
Megan Herrewynen ^a	PhD in Management TRSM, Toronto Metropolitan University	In progress

^aRecipient of an *Ontario Graduate Scholarship* (2022-23).

Master's Degree Supervisor

<i>Student name</i>	<i>Program</i>	<i>Degree progress</i>
Caitlin Belfiore	Master of Science in Management TRSM, Toronto Metropolitan University	In progress
Megan Herrewynen ^a	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Dec 2021

^aRecipient of a *TRSM Distinguished Thesis Award*.

Nominated for a *Gold Medal* (Toronto Metropolitan University's highest award; results to be announced).

Committee Member

<i>Student name</i>	<i>Program</i>	<i>Degree progress</i>
Jenny Wang	PhD in Management University of Guelph	In progress
Daniella Halili Sychangco	Master of Arts (Psychology) Toronto Metropolitan University	In progress
Diana Vassyukova	Master of Science in Management TRSM, Toronto Metropolitan University	In progress
Talia Emanuel	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Jul 2022
Fallan Mitchell	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Dec 2021
Pearlyn Ng	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Dec 2021
Katia Osso	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Dec 2021
Laura Hymas	Master of Science in Management TRSM, Toronto Metropolitan University	Defended Dec 2019

TEACHING

Graduate level

- SM8104 Course: Applied Research Methods II
Role: Course developer and instructor
Term: W2021, W2022
Ted Rogers School of Management, Toronto Metropolitan University
- SM8709 Course: Directed Readings in HRM/OB: Advanced Organizational Behaviour I
Role: Course co-developer and co-instructor
Term: F2020
Ted Rogers School of Management, Toronto Metropolitan University
- SM8901 Course: Directed Readings in HRM/OB: Advanced Organizational Behaviour II
Role: Course co-developer and co-instructor
Term: W2021
Ted Rogers School of Management, Toronto Metropolitan University

Undergraduate level

- MHR405 Course: Organizational Behaviour
Role: Course instructor
Terms: F2018, W2019, F2019, W2020, F2020, W2021, F2021, W2022
Ted Rogers School of Management, Toronto Metropolitan University
- BU288 Course: Organizational Behaviour I (Micro-OB)
Role: Course instructor
Term: W2018
Lazaridis School of Business and Economics, Wilfrid Laurier University

Teaching certification

University Teaching Foundations certificate
Term: S2015
Wilfrid Laurier University

PROFESSIONAL SERVICE

Editorial Board member

Academy of Management Journal (2021-present; **Best Reviewer Award, 2022**)
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 10.98*

Journal of Organizational Behavior (2022-present)
A in ABDC list; Impact factor: 10.08*

Annika Hillebrandt

Journal of Business Ethics (2019-present; **Top Reviewer, 2019-2021**)
Financial Times Top 50 Journal; A in ABDC list; Impact factor: 6.33

Journal reviewer

Numbers in brackets indicate reviews conducted to date.

ABDC A* journals

Academy of Management Journal (15)
Human Relations (6)
Journal of Organizational Behavior (14)
Personality and Social Psychology Bulletin (1)

ABDC A journals

Journal of Business Ethics (31)
Personnel Review (2)

Other

Canadian Journal of Administrative Sciences (1)
Organization Management Journal (1)
Social Justice Research (6)

Conference reviewer

Academy of Management – Conflict Management division (10)
Academy of Management – Organizational Behavior division (5)

Grant/award reviewer

SSHRC Insight Grant
Israel Science Foundation
INFORMS/Organization Science Dissertation Proposal Competition
CSIOP RHR Kendall award

TORONTO METROPOLITAN UNIVERSITY INTERNAL SERVICE

Ted Rogers School of Management

Graduate Program Council, 2020-21, 2021-22, 2022-23
GPC Curriculum Subcommittee, 2020-21, 2021-22
Undergraduate Curriculum Committee, 2019-20, 2020-21
SBM Periodic Program Review Committee, 2019-20
Internal grant adjudication committee, 2021
School of Business Management Award Selection Committee, 2019
Entrance Award Committee, 2019, 2022
Convocation, Spring 2019, Fall 2019
Ontario University Fair, 2018, 2019

Annika Hillebrandt

HRM/OB Department

Contract Lecturer's Appointment Committee, 2022-23
Department Hiring Committee, 2021-22
MHR405 course lead, 2021-22
MHR670 course planning committee, 2021-22
Ryerson Faculty Association representative, 2019-20
Award Committee, 2019

Other

Chang School, academic course lead for CMHR405, 2021-22
YSGS, MScM thesis defense chair, April 2020

OTHER RESEARCH POSITIONS

2010-
2011 **Research Specialist**
University of Pennsylvania, Dept. of Psychology
Philadelphia, PA, USA
Supervisor: Dr. Joseph Kable

2009-
2010 **Visiting Research Scholar**
University of Pennsylvania, Dept. of Neurology
Philadelphia, PA, USA
Supervisor: Dr. Anjan Chatterjee