

VITA  
**NICK TURNER**

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**Education**

1998-2003      Ph.D., Psychology  
                    The University of Sheffield, UK

1999-2001      Postgraduate Certificate in Higher Education  
                    The University of Sheffield, UK

1997-1998      M.Sc., Management  
                    Queen's University, Canada

1996-1997      B.A., Psychology  
                    Queen's University, Canada

1992-1996      B.Com. (Honours)  
                    Queen's University, Canada

**Academic Positions**

2006-now      Associate Professor, Business Administration  
                    Asper School of Business, University of Manitoba, Canada

2003-2006      Assistant Professor, Organizational Behaviour  
                    Queen's School of Business, Queen's University, Canada

1999-2002      Instructor, Psychology and Management  
                    The University of Sheffield, UK

**Administrative Positions**

2008-now      Associate Dean, Research & Graduate Research Programs  
                    Asper School of Business, University of Manitoba, Canada

2009-2010      Acting Head, Department of Accounting & Finance  
                    Asper School of Business, University of Manitoba, Canada

2007-2008      Head, Department of Business Administration  
                    Asper School of Business, University of Manitoba, Canada

**Visiting Positions**

Fall 2009      Visiting Research Fellow  
                    Centre for Socio-Technical Systems Design

Leeds University Business School, Leeds University, UK

- Fall 2005 Visiting Senior Lecturer  
Australian Graduate School of Management  
University of New South Wales, Australia
- 2002-2003 Visiting Assistant Professor, Organizational Behaviour  
School of Business, Queen's University, Canada

## Research Articles

- Christie, A., Barling, J., & Turner, N. (in press). Pseudo-transformational leadership: Model specification and outcomes. *Journal of Applied Social Psychology*.
- Hopton, C., Barling, J., & Turner, N. (in press). "It's not you, it's me": Transformational leadership and self-deprecating humor. *Leadership & Organization Development Journal*.
- Turner, N., Stride, C.B., Carter, A.J., McCaughey, D., & Carroll, A.E. (in press). Job Demands-Control-Support model and employee safety performance. *Accident Analysis and Prevention*.
- Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2011). Interpersonal targets and types of workplace aggression as a function of perpetrator sex. *Employee Responsibilities and Rights Journal*, 23, 163-170.
- Mendelson, M.B., Turner, N., & Barling, J. (2011). Perceptions of the presence and effectiveness of high involvement work systems and their relationship with employee attitudes: A test of competing models. *Personnel Review*, 40, 45-69.
- Tucker, S., & Turner, N. (2011). Young worker safety behaviors: Development and validation of measures. *Accident Analysis and Prevention*, 43, 165-175.
- Dupré, K.E., Barling, J., Turner, N., & Stride, C.B. (2010). Comparing perceived injustices from supervisors and romantic partners as predictors of aggression. *Journal of Occupational Health Psychology*, 15, 359-370.
- Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010). Transformational leadership and employee safety performance: A within-person, between-job design. *Journal of Occupational Health Psychology*, 15, 279-290.
- Simola, S.K., Barling, J., & Turner, N. (2010). Transformational leadership and leader moral orientation: Contrasting an ethic of justice and an ethic of care. *The Leadership Quarterly*, 21, 179-188.
- Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2010). Transformational leadership and childrens' aggression in team settings: A short-term longitudinal study. *The Leadership Quarterly*, 21, 389-399.
- Turner, N., Chmiel, N., Hershcovis, M.S., & Walls, M. (2010). Life on the line: Job demands, perceived co-worker support for safety, and hazardous work events. *Journal of Occupational Health Psychology*, 15, 482-493.
- Turner, N., & Tennant, S.J. (2010). "As far as is reasonably practicable": Socially constructing risk, safety, and accidents in military operations. *Journal of Business Ethics*, 91, 21-33.

- Unsworth, K.L., Turner, N., Williams, H.M., & Piccin-Houle, S. (2010). Giving thanks: The relational context of gratitude in postgraduate supervision. *Studies in Higher Education, 35*, 871-888.
- Williams, H.M., Parker, S.K., & Turner, N. (2010). Proactively performing teams: The role of work design, transformational leadership, and team composition. *Journal of Occupational and Organizational Psychology, 83*, 301-324.
- Bruning, N.S., & Turner, N. (2009). Healthy and safe workplaces: Aspiring to contributions from multiple administrative disciplines. *Canadian Journal of Administrative Sciences, 26*, 3-6.
- Turner, N., & Gray, G.C. (2009). Socially constructing safety. *Human Relations, 62*, 1259-1266.
- Barling, J., Christie, A., & Turner, N. (2008). Pseudo-transformational leadership: Towards the development and test of a model. *Journal of Business Ethics, 81*, 851-861.
- Inness, M., Barling, J., Rogers, K., & Turner, N. (2008). De-marketing tobacco through price changes and consumer attempts to quit smoking. *Journal of Business Ethics, 77*, 405-416.
- Tucker, S., Chmiel, N., Turner, N., Hershcovis, M.S., & Stride, C.B. (2008). Perceived organizational support for safety and employee safety voice: The mediating role of co-worker support for safety. *Journal of Occupational Health Psychology, 13*, 319-330.
- Arnold, K.A., Turner, N., Barling, J., Kelloway, E.K., & McKee, M. (2007). Transformational leadership and psychological well-being: The mediating role of meaningful work. *Journal of Occupational Health Psychology, 12*, 193-203.
- Carson, J., Barling, J., & Turner, N. (2007). Group alcohol climates, alcohol consumption, and student performance. *Group Dynamics: Theory, Research, & Practice, 11*, 31-41.
- Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analysis. *Journal of Applied Psychology, 92*, 228-238.
- Williams, H.M., Parker, S.K., & Turner, N. (2007). Perceived dissimilarity and perspective-taking within work teams. *Group & Organization Management, 32*, 569-597.
- Zacharatos, A., Hershcovis, M.S., Turner, N., & Barling, J. (2007). Human resource management in the North American automotive industry: A meta-analytic review. *Personnel Review, 36*, 231-254.
- Parker, S.K., Williams, H.M., & Turner, N. (2006). Modeling the antecedents of proactive behavior at work. *Journal of Applied Psychology, 91*, 636-652.
- Tucker, S., Turner, N., Barling, J., Reid, E.M., & Elving, C. (2006). Apologies and transformational leadership. *Journal of Business Ethics, 63*, 195-207.
- Inness, M., Barling, J., & Turner, N. (2005). Understanding supervisor-targeted aggression: A within-person, between-jobs design. *Journal of Applied Psychology, 90*, 731-739.
- Turner, N., Chmiel, N., & Walls, M. (2005). Railing for safety: Job demands, job control, and safety citizenship role definition. *Journal of Occupational Health Psychology, 10*, 504-512.

Gardner, C., & Turner, N. (2002). Spaces for voices: A narrative of teaching outside our disciplines. *Teaching in Higher Education*, 7, 458-471.

Turner, N., Barling, J., Epitropaki, O., Butcher, V., & Milner, C. (2002). Transformational leadership and moral reasoning. *Journal of Applied Psychology*, 87, 304-311.

Parker, S.K., Axtell, C.M., & Turner, N. (2001). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. *Journal of Occupational Health Psychology*, 6, 211-228.

### Book Chapters and Entries

Kelloway, E.K., Inness, M., Barling, J., Francis, L., & Turner, N. (2010). Loving one's job: Construct development and implications for individual well-being. In P.L. Perrewé & D.C. Ganster (Eds.). *New developments in theoretical and conceptual approaches to job stress. Research in occupational stress and well being (Vol. 8)* (pp. 111-137). London: Emerald.

Carroll, A.E., & Turner, N. (2008). Psychology of workplace safety: A thematic review and some possibilities. In J. Barling & C.L. Cooper (Eds.). *The SAGE handbook of organizational behavior (Vol. 1, Micro approaches)* (pp. 541-557). Thousand Oaks, CA: Sage.

Barling, J., & Turner, N. (2007). Workplace safety. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (Vol. 2)* (pp. 902-905). Thousand Oaks, CA: Sage.

Turner, N., & Barling, J. (2007). Workplace injuries. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (Vol. 2)* (pp. 897-900). Thousand Oaks, CA: Sage.

Turner, N., Parker, S.K., & Williams, H.M. (2006). Teamworking in organizations: Implications for workplace safety. In P.R. Jackson & M. Shams (Eds.). *Developments in work and organizational psychology: Implications for international business (Vol. 20)* (pp. 49-78). London: Elsevier.

Axtell, C.M., Fleck, S.J., & Turner, N. (2004). Virtual teams: Collaborating across distance. In C.L. Cooper & I.T. Robertson (Eds.). *International review of industrial and organizational psychology (Vol. 19)* (pp. 205-248). Chichester, UK: Wiley.

Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2004). Leading well: Transformational leadership and well-being. In A. Linley & S. Joseph (Eds.). *Positive psychology in practice* (pp. 241-255). Hoboken, NJ: Wiley.

Turner, N., & Parker, S.K. (2004). The effect of teamwork on safety processes and outcomes. In J. Barling & M.R. Frone (Eds.), *The psychology of workplace safety* (pp. 35-62). Washington, DC: American Psychological Association.

Parker, S.K., Turner, N., & Griffin, M.A. (2003). Designing healthy work. In D.A. Hofmann & L.E. Tetrick (Eds.), *Health and safety in organizations: A multilevel perspective*. (pp. 91-130). San Francisco: Jossey-Bass.

Parker, S.K., & Turner, N. (2002). Work design and individual work performance: Research findings and an agenda for future inquiry. In S. Sonnentag (Ed.), *The psychological management of individual performance: A handbook in the psychology of the management of organizations* (pp. 69-93). Chichester, UK: Erlbaum.

Turner, N., Barling, J., & Zacharatos, A. (2002). Positive psychology at work. In C.R. Snyder & S.J. Lopez (Eds.), *The handbook of positive psychology* (pp. 715-728). Oxford, UK: Oxford University Press.

### Mass Media Articles

Turner, N. (2011). Bouncing ideas and floating control groups. *The Canadian Industrial & Organizational Psychologist*, 27, 4, 10.

Turner, N. (2009). Do you really want to use that coupon you've clipped? *Marketplace*, 1, 1, 34.

Turner, N. (2007). Having coffee as sweet performance. *The University of Manitoba Bulletin*, 40, 16, 4.

Turner, N. (2005). Perform for the king. Be kind to the fool. *Your Workplace Magazine*, 7, 3, 18-19.

Barling, J., & Turner, N. (2005). Transformational leadership and moral reasoning. *Canadian Business*, 78, 12, 25.

Barling, J., & Turner, N. (2005). Transformational leadership and moral reasoning. *Inquiry*, 37, 15.

Turner, N. (2002). Queen's MSc in Management turns five. *Inquiry*, 31, 24-25.

Turner, N. (1998, June 12). Dispatches from the summer job front. *The Toronto Star*, p. A24.

### Conference Presentations

#### Conference Talks

Litz, R., & Turner, N. (2011, August). Sins of the father's firm: Exploring responses to ethical dilemmas in family business. In M. Singal (Chair). *It's all in the family: New research on management and strategy*. Paper presented at 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Aghakhani, H., Main, K., & Turner, N. (2011, May). *You're shady: The effect of pupil obscuration on consumers' perceived trust*. Paper presented at the Rupert's Land Consumer Behaviour Symposium, Regina, SK.

Turner, N., Bruning, P.F., Hershcovis, M.S., Sung, F., Li, C., & Chen, K. (2011, April). Adding insult to injury: Experience of workplace injury, dissatisfaction with co-workers, and subsequent psychological distress. In S. DeArmond & G. Adams (Chairs). *Occupational stress and safety: Products of a research collision*. Paper presented at the 26th Annual Society for Industrial and Organizational Psychology conference, Chicago, IL.

Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010, August). Transformational leadership and employee safety performance: A within-person, between-job design. In E.K. Kelloway (Chair). *Leadership and well-being*. Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

Simola, S.K., Barling, J., & Turner, N. (2010, August). Transformational leadership and level of care reasoning. In J. Crotty (Chair). *Ethical climate and ethical leadership*. Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

Tucker, S., & Turner, N. (2010, August). Exit and voice behavior of active and passive loyalists in an occupational safety context. In S.L. Wheeler-Smith (Chair). *Employee voice behavior*. Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

Turner, N., Parker, S.K., Williams, H.M., & Grote, G. (2010, July). Team empowerment, production uncertainty, and workplace injuries. In H.P.N. Hughes and C.W. Clegg (Chairs). *New and emerging issues in the study of work teams*. Paper presented at the 3rd International Conference on Applied Human Factors and Ergonomics, Miami, FL.

Turner, N. (2010, June). Chair. *Safety*. Symposium presented at the 2nd Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, Sheffield, UK

Turner, N. (2010, June). Discussant's remarks. In N. Turner & S. Clarke (Eds.) *Psychology of workplace safety: UK-based research developments*. Symposium presented at the 2nd Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, Sheffield, UK.

Turner, N. (2010, June). Safe by design? The role of empowerment in employee safety. In N. Fassina (Chair.). *Managing talent to make a difference*. Invited symposium at the 71st Annual Convention of the Canadian Psychological Association, Winnipeg, Canada.

Tucker, S., & Turner, N. (2010, June). Predictors of injuries among teenaged workers: A longitudinal study. In L.H.M. de Witte & R.A. Karasek (Chairs). *Job insecurity and temporary work*. Paper presented at the 4th ICOH-WOPS Conference on Psychosocial Factors at Work, Amsterdam, The Netherlands.

Braaksma, B., Dakshinamurti, G., Turner, N., & De Jaeger, A. (2010, June). *Testing conventional wisdom with evidence-based management: The role of information literacy*. Paper to be presented at LOEX-of-the-West, Calgary, Canada.

Tucker, S., & Turner, N. (2010, May). Newcomer responses to declining workplace safety: A policy-capturing study with random assignment. In H. MacDonald (Chair). *Organizational behaviour methods*. Paper presented at 53rd Annual Conference of the Administrative Sciences Association of Canada, Regina, SK.

Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G., & West, M.A. (2010, May). Human resource management practices and workplace injury rates. In Y. Yanadori (Chair). *Management of the employment relationship* Paper presented at 53rd Annual Conference of the Administrative Sciences Association of Canada, Regina, SK.

Braaksma, B., Dakshinamurti, G., Turner, N., & De Jaeger, A. (2010, March). *Testing conventional wisdom with evidence-based management: The role of information literacy*. Paper to be presented at Librarians Information Literacy Annual Conference, Limerick, Ireland.

Tucker, S., & Turner, N. (2010, March). *Young workers' responses to workplace hazards*. Paper presented at the 2010 WCB Saskatchewan Comp Institute, Regina, Saskatchewan, Canada.

Tucker, S., & Turner, N. (2009, November). New measures for assessing young worker safety behaviour. In E.K. Kelloway (Chair). *Measurement of risk factors*. Paper presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

Inness, M., Barling, J., & Turner, N. (2009, August). Transformational leadership and employee safety performance: Context specificity or spillover? In S. Nichols (Chair). *Predicting safety outcomes*. Paper presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

Barling, J., Turner, N., Dezan, H., & Carroll, A.E. (2008, August). Structure and correlates of apologies from leaders in organizations. In L. Erskine (Chair). *Leader behaviors*. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

Turner, N. (2008, June). *Getting published: Tips and tricks of the trade*. Paper presented at the Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK.

Turner, N. (2008, June). *Making a difference with health care research: Focus on evidence-based outcomes*. Symposium chair at the Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK.

Williams, H.M., Parker, S.K., & Turner, N. (2008, June). Exploring the antecedents of team proactivity. In C.G. Collins (Chair). *Teamwork, Performance and Well-Being*. Paper presented at the Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK

Tucker, S., & Turner, N. (2008, May). A short history of Albert Hirschman's ideas in organizational research. In W.H. Cooper (Chair). *Voice and loyalty*. Paper presented at the 51st Annual Conference of the Administrative Sciences Association of Canada, Halifax, Canada.

Tucker, S., Turner, N., & Fleck, S.J. (2008, March). Taking care: Relational motivation and proactive safety behavior. In P. Chen (Chair). *Workplace safety and health: New developments in the conceptualization of safety climate*. Paper presented at the 7th International Conference on Occupational Stress and Health, Washington DC, USA.

Barling, J., Turner, N., Kelloway, E.K., Sivanathan, N., & Loughlin, C.A. (2008, January). Transformational leadership and employee well-being. In J. Barling (Chair). *New directions in work and well-being*. Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford-upon-avon, UK.

Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harrison, A. (2008, January). Work-family conflict, psychological distress, and workplace injuries. In J. Barling (Chair). *New directions in work and well-being*. Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford-upon-avon, UK.

Simola, S.K., Barling, J., & Turner, N. (2007, August). Relationship between transformational leadership and moral problem solving orientation. In D.M. Mayer (Chair). *New developments in ethical leadership: Multilevel and international perspectives*. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

Turner, N., Barling, J., Kelloway, E.K., Sivanathan, N., & Loughlin, C.A. (2007, May). Leading others to well-being: Direct and indirect effects of transformational leadership. In J. Barling (Chair). *New developments in work and well-being*. Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Turner, N., Chmiel, N., Hershcovis, M.S., & Walls, M. (2007, May). Life on the line: Role demands, interpersonal support for safety, and hazardous events. In N. Chmiel (Chair).

*Safety climate – what else?* Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Tucker, S. & Turner, N. (2007, May). Exit, voice, loyalty, and neglect in the domain of workplace safety. In N. Chmiel (Chair). *Safety climate – what else?* Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Inness, M., Barling, J., & Turner, N. (2007, April). Situation and person predictors of workplace safety behaviors: A within-person, between-jobs design. In S. Ohly & C. Fritz (Chairs). *Job demands and performance: Examining creativity, innovation and initiative*. Paper presented at the 21st Annual Society for Industrial and Organizational Psychology meetings, New York, NY.

Christie, A., Barling, J., & Turner, N. (2006, August). Pseudo-transformational leadership: Towards the development and test of a model. In K. Campbell (Chair). *Understanding transformational leadership*. Paper presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.

Arnold, K.A., Barling, J., & Turner, N. (2006, March). Transformational leadership and psychological well-being: The mediating role of meaningful work. In P. L. Perrewé (Chair). *Transformational leadership and occupational health*. Paper presented at the 6th Work, Stress, and Health conference, Miami, FL.

Dupré, K.E., Barling, J., & Turner, N. (2005, August). Personal and situational predictors of aggression: A within-person analysis. In K.E. Dupré (Chair). *New directions in workplace aggression research*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

Barling, J., Kelloway, E.K., Turner, N., Sivanathan, N., & Loughlin, C.A. (2005, August). Leading others to well-being: Direct and indirect effects of transformational leadership. In C. Mason, S.K. Parker, & M.A. Griffin (Chairs). *Transformational leadership: From leader interventions to team outcomes*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

Sivanathan, N., Turner, N., & Barling, J. (2005, August). Effects of transformational leadership training on employee safety performance: A quasi-experiment. In J. Cordery (Chair). *Health, safety, and well-being in the workplace*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI. (In Best Paper proceedings)

Chmiel, N., Turner, N., & Walls, M. (2005, May). *Safety citizenship and work characteristics: Job demand and job control*. Paper presented at the 12th European Congress of Work and Organizational Psychology, Istanbul, Turkey.

Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., & Sivanathan, N. (2004, August). Predictors of workplace aggression: A meta-analysis. In J. H. Neuman (Chair). *Predicting workplace aggression and anger*. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA.

Parker, S.K., Williams, H.M., & Turner, N. (2004, June). *An optimistic perspective: How employees' self-efficacy and role orientations can be enhanced through organizational intervention*. Paper presented at the 2nd European Conference on Positive Psychology, Verbania Pallanza, Italy.

Turner, N. (2004, January). By accident or design? The effects of work design on employee safety. In N. Turner (Chair). *Seeking safety with others: An international symposium on the*

*psychology of workplace safety*. Invited symposium at the British Psychological Society's Occupational Psychology Conference, Stratford, UK.

Sivanathan, N., Barling, J., & Turner, N. (2004, January). Transformational leadership and employee safety: A quasi-experiment. In N. Turner (Chair). *Seeking safety with others: An international symposium on the psychology of workplace safety*. Invited symposium at the British Psychological Society's Occupational Psychology Conference, Stratford, UK.

Tennant, S.J., & Turner, N. (2003, August). "As far as is reasonably practicable": Safety discourse among three enmeshed organizations. In N. Turner (Chair). *Socially constructing safety: Do accidents speak louder than words?* Symposium at the 63rd Annual Meeting of the Academy of Management, Seattle, WA.

Williams, H.M., Parker, S.K., & Turner, N. (2003, June). The interactive effect of surface- and deep-level dissimilarity in predicting within-team perspective taking. In C. C. Collins (Chair), *Creating effective teams through closer attention to cognitive and motivational outcomes*. Symposium at the 5th Australian Industrial and Organizational Psychology Conference, Melbourne, Australia.

Turner, N. (2003, April). *Seeking safety with others: Understanding the effects of teamwork on safety*. Paper presented at the Industrial Accident and Prevention Association (Health & Safety Canada 2003) Conference and Trade Show, Toronto, Canada.

Grote, G., Turner, N., & Wall, T.D. (2003, March). The uncertain relationship between autonomy and safety. In D. Elisburg (Chair), *Occupational safety*. Symposium at the 5th APA/NIOSH Work, Stress, and Health conference, Toronto, Canada.

Turner, N., & Parker, S.K. (2003, March). The effect of teamwork on safety processes and outcomes. In N. Turner & E.K. Kelloway (Chairs), *Psychosocial factors and safety: Making sense of the latest research*. Symposium at the 5th APA/NIOSH Work, Stress, and Health conference, Toronto, Canada.

Turner, N., Parker, S.K., & Williams, H.M. (2002, August). Self-managing teams and workplace safety: An employee-level investigation. In G. Chen & D.A. Hofmann (Chairs), *Safety in the new millennium: Multilevel examination of safety in organizations*. Symposium at the 62nd Annual Meeting of the Academy of Management, Denver, CO.

Turner, N. (2002, July). Safely leading the line? Discussant on S.J. Yule & R. Flin (Chairs), *Leading the line: Recent advances in safety leadership research*. Symposium at the 25th International Congress of Applied Psychology, Singapore.

Parker, S.K., Axtell, C.M., & Turner, N. (2001, June). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. In A. Neal & M.A. Griffin (Chairs), *High performance systems: Can they be safe?* Symposium at the 4th National Organizational and Industrial Psychology Conference, Sydney, Australia.

Carter, A.J., Turner, N., Unsworth, K.L., & Ibberson, F. (2001, May). *Teams are good at lots of things: A field study of teamworking in a health care organization*. Paper presented at the 10th European Congress of Work and Organizational Psychology, Prague, Czech Republic.

Walls, M., Chmiel, N., & Turner, N. (2001, February). Forming roles and fixing rails: Work characteristics, supervisory safety climate, and safety role breadth. In R. Flin (Chair), *Deconstructing safety climates*. Symposium at the British Psychological Society's Centenary Conference, Glasgow, UK.

Williams, H.M., Turner, N., & Parker, S.K. (2000, August). The compensatory role of transformational leadership in promoting safety behaviors. In N. Turner & A. Zacharatos (Chairs), *"Taking the lead on safety": The role of leadership in improving occupational safety*. Symposium at the 60th Annual Meeting of the Academy of Management, Toronto, Canada.

Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000, August). Organizational practices and safety performance: An exploratory study. In N. Turner & J. Barling (Chairs), *New perspectives on HRM and performance*. Symposium at the 60th Annual Meeting of the Academy of Management, Toronto, Canada.

Turner, N., & Parker, S.K. (2000, April). Beyond compliance: Promoting active safety involvement through work design. In N. Turner & S.K. Parker (Chairs), *"Organizations care about safety; why don't we?": Integrating safety into I/O research*. Symposium at the 15th Annual Society for Industrial and Organizational Psychology conference, New Orleans, LA.

Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000, March). HRM and safety. In T. Keenoy (Chair), *"What about the workers?" Employee perspectives on HRM*. Symposium at BUIRA HRM Study Group Conference, London, UK.

Williams, H.M., Parker, S.K., Turner, N., & Jackson, P.R. (1999, September). *Nesting organizational contexts within organizational contexts: The challenges of implementing teamworking*. Paper presented at the 3rd International Workshop on Teamworking, Surrey, UK.

Parker, S.K., Axtell, C.M., & Turner, N. (1999, August). A commitment-oriented approach to promoting safe working: Evidence from a longitudinal study. In S.K. Parker & M.A. Griffin (Chairs), *Safety as a core management goal: Integrated approaches to improving safety*. Symposium at the 59th Annual Meeting of the Academy of Management, Chicago, IL.

Turner, N., & Barling, J. (1999, August). Moral reasoning and transformational leadership: An exploratory study. In J.A. Miles (Chair), *Current issues in the study of transformational leadership*. Symposium at the 59th Annual Meeting of the Academy of Management, Chicago, IL.

### **Conference Posters**

Aghakhani, H., Main, K., & Turner, N. (2011, October). *You're shady: The effect of pupil obscuration on consumers' perceived trust*. Poster presented at the Annual North American Conference of the Association of Consumer Research conference, St. Louis, MO.

Stride, C.B., Turner, N., Reich, T.C., Clegg, C.W., & Murphy, P. (2010, June). *Which negative safety events predict employee barriers to safe working?* Poster presented at the 2nd Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

Turner, N., Stride, C. B., Carroll, A. E., McCaughey, D., & Carter, A. J. (2010, March). *Job demands-control-support model and employee safety performance*. Poster presented at the 9th Conference of the European Academy of Occupational Health Psychology, Rome, Italy.

Bruning, P.F., & Turner, N. (2009, November). *Transformational leadership and team affective well-being: A moderation model*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

Tucker, S., & Turner, N. (2009, November). *Young worker responses to declining safety: A focus group study*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

Turner, N., Barling, J., Reich, T.C., & Batten, S. (2009, November). *Managerial prejudices against type of employee disability in return-to-work accommodation*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

Turner, N., Bruning, P.F., Hershcovis, M.S., Sung, F., Li, C., & Chen, K. (2009, November). *Adding insult to injury: Experience of workplace injury, lack of interpersonal support, and subsequent psychological distress*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2009, October). *Perpetrators of workplace aggression: Investigating sex, power and type of aggression*. Poster presented at New Directions in Health Research on Sex and Gender, St. John's, Newfoundland, Canada.

Litz, R.A., & Turner, N. (2009, April). *Sins of the father's firm: The dilemma of inherited unethicity in family business*. Poster presented at the 5th Annual Family Enterprise Research Conference, Winnipeg, Canada.

Inness, M., Barling, J., & Turner, N. (2008, November). *Transformational leadership and safety performance: The mediating role of meaningful work*. Poster presented at the 8th European Academy of Occupational Health Psychology, Valencia, Spain.

Christie, A.M., Barling, J., & Turner, N. (2008, May). *Attitudinal and behavioral outcomes of pseudo-transformational leadership*. Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.

Hopton, C.B., Barling, J., & Turner, N. (2007, May). *Transformational leadership and humor*. Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington, DC.

Tucker, S., & Turner, N. (2007, April). *Exit, voice, loyalty, and neglect in the domain of workplace safety*. Poster presented at Industrial Accident and Prevention Association (Health & Safety Canada 2007) Conference, Toronto, Canada.

Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harrison, A. (2006, November). *Work-family conflict, psychological distress, and workplace injuries*. Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Dupré, K.E., Barling, J., & Turner, N. (2006, November). *Anger, injustice, and the target of aggression*. Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Inness, M., Barling, J., & Turner, N. (2006, November). *Predicting workplace safety behaviors: A within-person, between-jobs design*. Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Tucker, S., Chmiel, N., Turner, N., Hershcovis, M.S., Stride, C.B. (2006, November). *Do accidents speak louder than words? Predicting safety voice in the workplace*. Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Turner, N., Parker, S.K., Williams, H.M., & Grote, G. (2006, November). *Team empowerment, production uncertainty, and workplace injuries*. Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Dupré, K.E., Barling, J., & Turner, N. (2006, June). *The progression of aggression: A longitudinal analysis of aggression directed at workplace supervisors*. Poster presented at the SafetyNet/Canadian Association for Research on Work and Health conference (“Research on Workplace Health and Safety: From the Core to the Margins”), St. John’s, Newfoundland, Canada.

Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G., & West, M.A. (2006, June). *Human resource practices and safety performance*. Poster presented at the SafetyNet/Canadian Association for Research on Work and Health conference (“Research on Workplace Health and Safety: From the Core to the Margins”), St. John’s, Newfoundland, Canada.

Carson, J., Barling, J., & Turner, N. (2006, May). *Group alcohol climate, alcohol consumption, and student performance*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Christie, A., Barling, J., & Turner, N. (2006, May). *Pseudo-transformational leadership: Towards the development and test of a model*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Dupré, K.E., Barling, J., & Turner, N. (2006, May). *The role of perceptions of organizational sanctions in the prevention of aggression*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Inness, M.L., Barling, J., Rogers, K., & Turner, N. (2006, May). *The impact of tobacco tax changes on attempts to quit smoking*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2006, May). *Interpersonal influences on teenagers’ hostile aggression: A prospective study of ice hockey*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Tucker, S., Turner, N., Chmiel, N., Stride, C.B., & Sarma, K. (2006, April). *Do accidents speak louder than words? Predictors of safety-specific voice*. Poster presented at Industrial Accident and Prevention Association (Health & Safety Canada 2006) Conference and Trade Show, Toronto, Canada.

Turner, N., Hershcovis, S.M., Totterdell, P.A., & Harte, A. (2006, March). *Work-family conflict, psychological distress, and workplace injuries*. Poster presented at the 6th Work, Stress, and Health conference, Miami, FL.

Turner, N., Chmiel, N., & Walls, M. (2005, June). *Railing for safety. Job demands, job autonomy, and employee attitudes towards improving safety*. Poster presented at the Association of Workers’ Compensation Board of Canada’s 2005 Public Forum, Vancouver, Canada.

Tucker, S., Barling, J., & Turner, N. (2005, April). *Tough calls: Apologies and transformational leadership*. Poster presented at the 19th Annual Society for Industrial and Organizational Psychology meetings, Los Angeles, CA.

Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2003, September). *Lead well to be well: Transformational leadership and well-being*. Poster presented at the 2nd International Positive Psychology Summit, Washington D.C., USA.

Gardner, C., & Turner, N. (2002, March). *Spaces for voices: A narrative of teaching outside our disciplines*. Poster presented at the Psychology Learning and Teaching Conference (PLAT), York, UK.

### Awards and Honours

2011	Kennesaw State University/Cox Family Enterprise Center Best Family Business Paper, Academy of Management Conference (with Reg Litz)
2011	Early Career Achievement Award, American Psychological Association
2010	Asper Associates' Award for Achievement in Research
2008	Emerald Literati Network Awards for Excellence Highly Commended Paper (Zacharatos et al., 2007)
2007	Asper Associates' Award for Achievement in Research
2007	University of Manitoba Merit Award for Research Excellence
2006	Reviewer of the Year, <i>Human Relations</i>
2005-2006	Toller Family Research Fellowship in Organizational Behaviour
2002	Visiting Graduate Scholar, Queen's School of Business
2000-2002	SSHRC Overseas Doctoral Research Fellowship
2000	Canadian Centennial Scholarship
1999-2001	University of Sheffield Postgraduate Travel Awards
1998-2001	CVCP (UK) University Overseas Research Scholarship
1998-2001	Ward-Lewis Fee Waivers
1998-2001	Health & Safety Executive (UK) Fellowship
1997-1998	Queen's D.I. McLeod Entrance Scholarship
1997-1998	Ontario Graduate Award
1992-1994	Queen's Tricolour Scholarship

### Research Grants

2011-2013	Workers Compensation Board of Manitoba Research and Workplace Innovation Program <i>Young Worker Responses to Workplace Hazards, Responsibility for Safety, and Workplace Injuries across Time</i> (with Sean Tucker) \$92,390
2008-2010	Workers Compensation Board of Manitoba Community Initiatives and Research Program <i>Young Worker Responses to Hazards in the Workplace</i> (with Sean Tucker)

	\$55,232
2008-2009	Workers Compensation Board of Manitoba Community Initiatives and Research Program <i>CEOs and other Top Management Commitment to Workplace Safety</i> (with David Steuwe et al.) \$93,258
2005-2009	Social Sciences and Humanities Research Council of Canada Standard Research Grant <i>Constructing Safety while Building Bombs: Organizing Resilience in Wartime Munitions Work</i> (with Kerrie Unsworth & Andrew Hutton) \$78,799 with Research Time Stipend
2004-2005	Centre of Research Expertise for the Prevention of Work-Related Musculoskeletal Disorders and Disability (CRE-PREMUS) Seed Research Grant <i>Evaluating the Effect of Transformational Leadership on Musculoskeletal Disorders and Minor Injuries in the Service Sector</i> (with Alysha Williams et al.) \$7,390
2002-2006	Queen's University D.I. McLeod Research Assistantships, \$9,726 QSB General Research Grants, \$14,230 Faculty Development Fund Grants, \$3,348 Office of Research Services Travel Award, \$500
1999-2001	BP Amoco Chemical Research Grants <i>Tracking the Implementation and Development of Self-Managing Teams</i> (with Ronnie Lardner) £32,000 total

### Departmental Colloquia and Invited Talks

2011	University College Dublin, Dublin, Ireland
2010	Workers Compensation Board of Manitoba, Winnipeg
2010	Australian School of Business, University of New South Wales, Australia
2010	Associates Board, Associates of Asper School of Business, Winnipeg
2010	Office of Research Services, University of Manitoba
2010	Wilfrid Laurier University, School of Business and Economics
2006	Memorial University, Business Administration
2006	University of Manitoba, Asper School of Business
2003	Workplace Safety and Insurance Board, Toronto, Ontario
2002	Queen's University, Queen's School of Business (twice)
2002	University of Western Ontario, Ivey School of Business
2002	University of British Columbia, Sauder School of Business
2001	Cornell University, Industrial and Labor Relations
2001	Health and Safety Laboratory, Sheffield
1999	Lloyd's of London, London
1998-2001	British Petroleum plc (various locations)

### Editorial Activities and Reviewing

Editorships:

2010-now Associate Editor, Non-Traditional Research  
*Journal of Management Inquiry*

Special Issue Editorships:

2007-2009 *Canadian Journal of Administrative Sciences*  
2007-2009 *Human Relations*

Editorial Board Membership:

2010-now *Journal of Occupational Health Psychology*  
2008-now *Employee Responsibilities and Rights Journal*  
2008-now *Journal of Applied Psychology*  
2008-now *Journal of Business and Psychology*  
2007-2010 *Journal of Management Inquiry*  
2006-now *Human Relations*

Ad-hoc Journal Reviewing:

*Academy of Management Journal, Accident Analysis & Prevention, Applied Psychology: An International Review, Asia Pacific Journal of Human Resources, Australian Journal of Management, Basic and Applied Social Psychology, Behavior & Information Technology, British Journal of Industrial Relations, British Journal of Management, Canadian Journal of Administrative Sciences, Canadian Journal of Behavioral Science, European Journal of Work and Organizational Psychology, Group and Organization Management, Human Factors and Ergonomics in Manufacturing & Service Industries, Human Performance, Human Resource Management Journal, Human Relations, International Journal of Workplace Health Management, Journal of Applied Behavioral Science, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of Sport & Exercise Psychology, Journal of Management Inquiry, Journal of Management Studies, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Operations Management, Journal of Organizational Behavior, Organizational Analysis, Organization Science, Organization Studies, Organizational Behavior & Human Decision Processes, Personnel Review, Psychology and Aging, Qualitative Research in Organizations and Management, R&D Management, Risk Analysis, Safety Science, Stress and Health, Theoretical Issues in Ergonomic Science, Youth & Society.*

Ad Hoc Reviewing for Funding Agencies and Publishing Houses:

Early Research Award, Government of Ontario (Canada)  
Economic and Social Research Council (UK)  
Israel Science Foundation (Israel)  
McGraw-Hill Ryerson (Canada)  
MITACS Accelerate Internship Program (Canada)  
Nova Scotia Health Research Foundation (Canada)  
Registered Nurses' Association of Ontario (Canada)  
Routledge Taylor and Francis (USA)  
Social Sciences and Humanities Research Council of Canada (SSHRC)  
Workers Compensation Board of Manitoba (Canada)  
WorkSafeBC (Canada)

**Teaching:**

## Undergraduate courses:

2006-2007	Introduction to Human Resource Management (Asper BCom)
2003-2005	Organizational Analysis (Queen's BCom)

## Graduate courses:

2010-2011	Power and Politics in Organizations (Asper MBA)
2007-2011	Seminar in Micro-Organizational Behavior (Asper PhD)
2004-2006	Critical/Interpretative/Postmodern Perspectives (Queen's PhD)
2003-2006	Relating and Organizing (Queen's PhD)
1999-2001	Presentation Skills (Sheffield MSc)
1999-2001	Work Systems and Human Factors (Sheffield MSc)

## Thesis supervision:

2011-now	Anna Vispera (BA Manitoba)
2011-now	Paul Dueck (MSc Manitoba)
2008-2010	Patrick Bruning (MSc Manitoba)
2005-2010	Sean Tucker (PhD Queen's)
2004-2005	Cecilia Elving (MSc Queen's)
2004-2005	Kristy Holmes (MSc Queen's)
2004-2005	Erin Reid (MSc Queen's)
2004-2005	Matthew McEvoy (BCom Queen's)
2004-2005	Sean Tucker (MSc Queen's)
2002-2003	Colette Hoption (MSc Queen's)
2002-2003	Sarah Piccin-Houle (MSc Queen's)
2000-2001	Sarah Tennant (MSc Sheffield)
1999-2000	Melanie Walls (MSc Sheffield)
1998-1999	Vicky Butcher (MSc Sheffield)

## Thesis Committee member:

2010-now	Jeremy Funk (PhD Manitoba)
2010-now	Simmi Mann (PhD Manitoba)
2009-now	Stacey Sasaki (PhD Manitoba)
2009-now	Kelley Robinson (PhD Manitoba)
2009-2011	Navin Bahl (MSc Manitoba)
2009-2010	Aijing Ran (MSc [ABD], Manitoba)
2008-now	Jennifer Bozeman (PhD Manitoba)
2008-2010	Kent Walker (PhD Manitoba)
2008-2010	Etayankara "Murli" Muralidharan (PhD Manitoba)
2007-2011	Tara Reich (PhD Manitoba)
2004-2009	Colette Hoption (PhD Queen's)
2004-2005	Samantha Batten (MIR Queen's)
2004-2008	Amy Christie (PhD Queen's)
2003-2009	Manon M. LeBlanc (PhD Queen's)
2003-2008	Anthony E. Carroll (PhD [ABD] Queen's)
2002-2004	Michelle Inness (PhD Queen's)
2002-2004	Kathryne E. Dupré (PhD Queen's)
2002-2005	Morris B. Mendelson (PhD Queen's)
2000-2001	Neil Walshe (MSc Sheffield)
1999-2000	Tessa Webb (MSc Sheffield)
1999-2000	Jane Ward (MSc Sheffield)

## External Examination Committee for Graduate Theses:

2011	Huiwen Lian (PhD Waterloo)
2010	Beatrice Moos (PhD Waterloo)
2009	Bally Thun (PhD St. Mary's)
2008	David Yeo (PhD Manitoba)
2004	Emily Novatsis (PhD Monash)

**Service:**

## Departmental/School:

2011-now	Admissions Appeal Committee, Undergraduate Program Office
2011-now	Chair, Business Policy/Stu Clark Chair Search Committee
2011-now	Member, Organizational Behavior/HRM Search Committee
2011-2012	Selection Committee, Alumni Events Organizer, Asper School of Business
2011-now	Chair, Bank of Montreal Professorship Award Committee
2011-now	Chair, Bryce Douglas Professorship Award Committee
2010-2011	Member, Stu Clark Professorship Award Committee
2010-2011	Member, Stu Clark Fellows Program Awards Committee
2010-2011	Selection Committee, Department Secretary, Business Administration
2010-2011	Fellowship Committee, Centre for Accounting Research & Education
2009-2010	Member, Leadership Curriculum Working Group
2010-2011	Member, Canada Research Chair Search Committee
2009-2010	Member, Asper Green Team
2009-2010	Chair, Nominating Committee, Department of Accounting & Finance
2009-2010	Chair, Finance Faculty Search Committee
2009-2010	Chair, Head Search Committee, Department of Accounting & Finance
2009-2010	Chair, CMA Canada Merit Award Committee
2009-2010	Chair, CN Professorship Selection Committee
2008-now	Director, PhD/MSc Programs
2008-now	Chair, Asper School of Business Tenure Committee
2008-now	Chair, Asper School of Business Promotion Committee
2008-now	Member, Graduate Research Program Committee
2008-now	Member, Research and Publications Committee
2008-now	Member, Dean's Advisory Committee
2008-now	Chair, F. Ross Johnson Awards Committee
2008-2009	Chair, Associates' Awards for Achievement Committee
2007-now	Member, Dean's Advisory Committee on Executive Education
2007-2008	Chair, Strategy/Business Policy Faculty Search Committee
2007-2008	Member, SSHRC Application Review Committee (SARC)
2006-2007	Member, Asper School Entertainment Committee
2003-2006	Member, Unit Research Ethics Committee
2003-2006	Member, Research Committee
2003-2006	Coordinator, OB Research Seminar Series

## University:

2011-now	Presidential Advisory Committee, Knight Distinguished Visitors Program
2011-now	Masters of Law Graduate Program Review, Faculty of Graduate Studies
2011-now	Member, University of Manitoba Council of Associate Deans
2011-now	Presidential Advisory Committee, Dean of Business Selection
2010-2011	Acting Member, Steering Committee, ROSE Project
2010-2011	Survey Pilot Committee, Outstanding Workplace Initiative
2010-2011	Faculty Rep, Social Sciences Cluster (Arts, Management, Law)

2010-2011	Presidential Advisory Committee, Dean of Law Selection
2010-2011	HR Operating Committee, ROSE Project
2009-2010	Presidential Advisory Committee, Dean of Graduate Studies Selection
2009-2011	Academic Synergies & Efficiencies (ASE) Project Group
2009-2010	SSHRC Vanier Doctoral Fellowship Award Committee
2009-2010	G. Clarence Elliott Fellowship Committee, Faculty of Graduate Studies,
2009-2010	Governor General's Award Committee, Faculty of Graduate Studies
2008-2010	Composite Awards Committee, Faculty of Graduate Studies
2008-2010	Programs & Planning Committee, Faculty of Graduate Studies
2008-2010	Executive Committee, Faculty of Graduate Studies
2008-now	Faculty Council, Faculty of Graduate Studies
2008-now	Associate Deans/Research Liaison Officers Committee
2007-2008	Provost's Task Force on Student Leadership
2007-2008	Advisory Group, University Employment Equity Office
1993-1994	Alumni Teaching Award Committee, Queen's University

Provincial/National/International:

2011	"Breaking the Frame" Award Committee, <i>Journal of Management Inquiry</i>
2010, 2012	International Advisory Board, IWP Conference, Sheffield, UK
2010	Doctoral Consortium Panelist, Academy of Management conference
2010	Doctoral Consortium Panelist, ASAC conference
2009-now	Member, SSHRC Standard Research Grant Adjudication Committee 21
2008-2011	Member, MPS Psychologically Healthy Workplace Award Committee
2006-2007	Best Paper Award Committee, OMT Division, Academy of Management
2006-now	Advisory Board, Centre for Applied Positive Psychology, UK
2005	Louis R. Pondy Award Committee, Academy of Management
2003	Scientific Committee, APA/NIOSH Work, Stress, and Health conference

**Memberships in professional organizations:**

Academy of Management (USA)  
 Administrative Sciences Association of Canada  
 European Association for Work and Organizational Psychology (Europe)  
 European Academy of Occupational Health Psychology (UK)  
 Research Network for Business Sustainability (Canada)

**Consulting and Advise ment**

Alexandria Moulding, Alexandria, Ontario  
 Manitoba Association of Crown Attorneys, Winnipeg, Canada  
 British Petroleum plc, Grangemouth, UK  
 The Keil Centre, Edinburgh, UK