

Samantha J. Dodson

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Academic Positions

Sauder School of Business, University of British Columbia **2022 - Present**
Montalbano Centre for Responsible Leadership Development
Postdoctoral Research Fellow

Education

Eccles School of Business, University of Utah **2022**
Ph.D., Management (Emphasis: Organizational Behavior, Minor: Gender Studies)

Marriott School of Business, Brigham Young University **2015**
B.S., Management (Emphasis: Organizational Behavior and Human Resources), *cum laude*

Research Interests

I broadly focus on how employees' cognitions and emotions affect their interpersonal outcomes. In my current research, I seek to understand the causes, consequences, and alleviation of suffering in organizations, particularly focusing on women's distress at work (e.g., discrimination, sexual harassment). I also examine the effects of social cognition on perceptions of women's behavior. I employ experimental paradigms, experience sampling, archival text analysis, survey-based field research, and qualitative content analysis to investigate my research questions.

Teaching Interests

Diversity and Inclusion, Organizational Behavior, Negotiations, Leadership, Groups and Teams, Business Ethics, Human Resource Management, Research Methods

Publications

Dodson, S.J., Goodwin, R.D., Graham, J., & Diekmann, K.A. (2023). Moral foundations, empathy, and punishment following sexual misconduct allegations. *Organization Science*.
<https://doi.org/10.1287/orsc.2022.1652>

Dodson, S.J. & Heng, Y.T. (2022). Self-compassion in organizational research: A review and future research agenda. *Journal of Organizational Behavior*, 43(2), 168-196. <https://doi.org/10.1002/job.2556>

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2020). Gender, sense of power, and desire to lead: Why women don't "lean in" to apply to leadership groups that are majority-male. *Psychology of Women Quarterly*, 44(4), 468-487. <https://doi.org/10.1177/0361684320939065>

Papers Under Review

Dodson, S.J., Coll, K.A., Goodwin, R.D., Hofmann, W., & Graham, J. An experience-sampling investigation of gender-based workplace discrimination attributions during the #MeToo movement. *Organizational Behavior and Human Decision Processes*

Dodson, S.J., Goodwin, R.D., Wakslak, C., Diekmann, K.A., & Graham, J. He's expected to see the forest, she's expected to see the trees: Gender stereotypes of abstraction and concreteness. *Journal of Personality and Social Psychology*

Working Papers

*Previously submitted, currently incorporating feedback from reviewers/editor

*Goodwin, R.D., **Dodson, S. J.**, Dehghani, M., Graham, J., & Diekmann, K.A. When he says, "I didn't do it," others morally judge her: How sexual harassment denials undermine #MeToo victims. *Administrative Science Quarterly*

*Goodwin, R.D., **Dodson, S. J.**, & Diekmann, K.A. Managing impressions following allegations of misconduct at work: Ambiguity in intuitive moral judgment. *Target Journal: Organizational Behavior and Human Decision Processes*

Dodson, S.J., Goodwin, R.D., Tideman, S., Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation. *Target Journal: Administrative Science Quarterly*

Rochford, K.C., Bergeron, D., Yoon, S., **Dodson, S.J.**, & Koopman, J. Employee responses to transient loneliness in the workplace. *Target Journal: Personnel Psychology*

Dodson, S.J.*, Goodwin, R.D.*, & Diekmann, K.A. Sexual misconduct apologies transfer power from the victimizer to the victimized. *Target Journal: Administrative Science Quarterly*

*Denotes equal contribution

Selected Research in Progress

Goodwin, R.D., Newman, A., & **Dodson, S.J.** Doing it all: Managing the tension of concrete and abstract business demands for female entrepreneurs.

Status: *Data collection, 2nd round interviews*

Dodson, S.J. The interplay of construal level and gender in professional image management.

Status: *Data collection, 4th study*

Goodwin, R.D., **Dodson, S.J.**, Rees, M.R., & Diekmann, K.A. Status and compassion: Paying attention to the suffering of others.

Status: *Data collection, 3rd study*

Carter, A., Talbot, T., **Dodson, S.J.**, Wiesenfeld, B.M., & Diekmann, K.A. Construal diversity and creativity: The influence of individual construal levels within groups.

Status: *Data collection, 3rd study*

Dodson, S.J. & Skarlicki, D.P. Robin Hood at work: The perceived ethicality of taking from the rich to give to the marginalized.

Status: *Data collection, 2nd study*

Coll, K. & **Dodson, S.J.** Are women *always* more communal?: Pro-social information withholding behaviors in men and women.

Status: *Data collection, 2nd study*

Dodson, S.J. & Goodwin, R.D. The causes and consequences of working mothers' mental load.

Status: *Grant application*

Heng, Y.T., Stillwell, E.E., & **Dodson, S.J.** Lay theories of grief and work outcomes.

Conference Presentations

Dodson, S.J., Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2023, August). He sees the forest, she sees the trees: A construal-level stereotype. In Y. Yin (Chair), *Methodological advances in studying construal level in organizations*. Academy of Management Conference, Boston, MA.

D’Cruz, P., Kanov, J.M., Simpson, A.V., Noronha, E., **Dodson, S.J.**, Chen, A.P.J., & Livne-Tarandach, R. (2023, August). Leveraging compassion to address inequality at work. Academy of Management Conference, Boston, MA.

Dodson, S.J., Goodwin, R.D., & Diekmann, K.A. (2023, July). Sexual misconduct apologies transfer power from the victimizer to the victimized. International Association for Conflict Management Conference, Thessaloniki, Greece.

Goodwin, R.D., **Dodson, S.J.**, & Diekmann, K.A. (2023, July). Crisis management following allegations of leader sexual misconduct: Avoiding account ambiguity to lessen public moral outrage. International Association for Conflict Management Conference, Thessaloniki, Greece.

Carter, A.B., Talbot, T., **Dodson, S.J.**, Diekmann, K.A., & Wiesenfeld, B.M. (2022, August). Coupling big-picture and detailed-oriented roles in working dyads: Subjective costs and objective benefits. In Y. Yin & S.J. Dodson (Chairs), *Consequences of construals: Functions and adaptations*. Academy of Management Conference, Seattle, WA.

Dodson, S.J., Goodwin, R.D., & Newman, A. (2022, August). Doing it all: Managing the tension of concrete and abstract business demands for female entrepreneurs. In Y. Yin & S.J. Dodson (Chairs), *Consequences of construals: Functions and adaptations*. Academy of Management Conference, Seattle, WA.

Carter, A.B., Talbot, T., **Dodson, S.J.**, Diekmann, K.A., & Wiesenfeld, B.M. (2022, July). Construal diversity and creativity: The forecasted versus actual influence of individual construal levels within groups. INGRoup Conference, Hamburg, Germany.

Dodson, S.J., Heng, Y.T., Dutton, J.E., Germer, C., & Neff, K.D. (2021, August). Self-compassion in organizations: Future directions in practice and research. Academy of Management Conference, virtual.

- OB Division Showcase Symposium

Dodson, S.J., Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2021, August). He sees the forest, she sees the trees: Gendered construal-level expectations. Academy of Management Conference, virtual.

- Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition finalist

Dodson, S.J., Coll, K., Goodwin, R.D., Hoffman, W., & Graham, J. (2021, August). An experience-sampling investigation of attributions and outcomes of workplace discrimination. Academy of Management Conference, virtual.

Dodson, S.J. (2021, May). Conveying the forest or the trees: The interplay of construal level and gender in professional image construction. Distances in Organizations Annual Meeting, virtual.

Dodson, S.J., Goodwin, R.D., Chambers, M., Graham, J., & Diekmann, K.A. (2020, August). Moral foundations, empathy, and attitudes toward sexual misconduct. Academy of Management Conference, virtual.

Goodwin, R.D., Chambers, M., **Dodson, S.J.**, Davani, A.M., Dehghani, M., Graham, J., & Diekmann, K.A. (2020, August). Alleged harassers' response affects third parties' reactions to sexual harassment victims. In O. Foster-Gimbel & A. Stillwell (Chairs), *Observers, offenders, and allies: New insights on men's roles in the post #MeToo era*. Academy of Management Conference, virtual.

- OB Division Best Symposium Award

Dodson, S.J., Coll, K., Goodwin, R.D., Hoffman, W., & Graham, J. (2020, July). An experience-sampling investigation of attributions and outcomes of workplace discrimination. International Association for Conflict Management Conference, virtual.

Dodson, S.J. Self-compassion in organizational research: A integrative review and future research agenda. (2020, July). International Association for Conflict Management Conference, virtual.

Goodwin, R.D., **Dodson, S.J.**, Rees, M.R., & Diekmann, K.A. (2020, July). Status and compassion: Paying attention to the suffering of others. International Association for Conflict Management Conference, virtual.

Talbot, T., **Dodson, S.J.**, & Diekmann, K.A. (2020, May). Construal diversity and creativity: The influence of individual construal levels within groups. Distances in Organizations Annual Meeting, virtual.

Goodwin, R.D., **Dodson, S.J.**, Chambers, M.K., Graham, J., & Diekmann, K.A. (2020, February). Moral foundations, empathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Society for Personality and Social Psychology Annual Conference, New Orleans, LA.

Dodson, S.J., Goodwin, R.D., Chambers, M.K., Graham, J., & Diekmann, K.A. (2019, November). Moral foundations, empathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Moral Psychology Research Group Annual Meeting, Salt Lake City, UT.

Dodson, S.J., Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, August). Leader gender and construal elicitation: Is he seen as more visionary than she? Academy of Management Annual Conference, Boston, MA.

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2019, August). Gender, perceived power and desire to lead: Why women don't lean in to leadership. Academy of Management Annual Conference, Boston, MA.

Dodson, S.J., Goodwin, R.D., Chambers, M.K., Graham, J., & Diekmann, K.A. (2019, July). She said, he said – but who is responsible? A real-world conceptual replication linking moral foundations and attitudes toward sexual assault victims and perpetrators. International Association for Conflict Management Conference, Dublin, Ireland.

Chambers, M., Davani, A.M., Goodwin, R.D., **Dodson, S.J.**, Leh, L., Dehghani, M., Graham, J., & Diekmann, K.A. (2019, July). The power of silence: Using sentiment text analysis to examine Twitter responses to sexual harassment accounts. International Association for Conflict Management Conference, Dublin, Ireland.

Dodson, S.J., Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, May). Leader gender and construal elicitation: Is he seen as more visionary than she? Distances in Organizations Annual Meeting, New York City, NY.

Dodson, S.J., Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, February). Leader gender and construal elicitation: Is he seen as more visionary than she? Society for Personality and Social Psychology Annual Conference, Portland, OR.

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2019, February). Gender, perceived power, and desire to lead: Why women don't lean in to leadership. Society for Personality and Social Psychology Annual Conference, Portland, OR.

Invited Talks

He Sees the Forest, She Sees the Trees: A Construal-Level Stereotype. University of British Columbia, Sauder School of Business, February 2023.

The Interplay of Construal Level and Gender in Professional Image Management. Utah State University, Huntsman School of Business, October 2021.

Media Coverage

“From tackling gender discrimination to addressing climate change, this new UBC Sauder researcher means business,” *The Daily Hive Vancouver*, June 6, 2022. <https://dailyhive.com/vancouver/vancouver-ubc-sauder-business-responsible-leadership>

Academic Awards and Grants

Doctoral Teaching Excellence Award	2022
Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition finalist	2021
Women in Leadership David Eccles School of Business Research Grant (\$16,500)	2018
Brigham Young University scholarship (\$11,500)	2010 - 2015
Marriott School of Management scholarship (\$1,450)	2013 - 2014
Phi Eta Sigma National Scholarship (\$6,300)	2012 - 2013
Robert C. Byrd Scholarship (\$1,500)	2010

Teaching Experience

Guest Lecturer , <i>College of Business, University of Nevada, Reno</i> Leadership (Ph.D.), “New Directions in Leadership Research”	2023
Guest Lecturer , <i>Sauder School of Business, University of British Columbia</i> COM 101 Business Fundamentals (Undergraduate), “Equity, Diversity, and Inclusion”	2023
Instructor , <i>David Eccles School of Business, University of Utah</i> BUS 3995 Business Scholars (Undergraduate honors), <i>Not rated</i>	2021-2022
MGT 3680 Human Behavior in Organizations (Undergraduate; online), <i>Rating: 5.6/6.0</i>	2020
Ph.D. Bootcamp, “Primary Data and Validity”	2020-2021
Guest Lecturer , <i>David Eccles School of Business, University of Utah</i> MGT 6051 Managing & Leading (MBA), “Evidence-Based Management”	2019
Graduate Teaching Assistant , <i>David Eccles School of Business, University of Utah</i>	2017 - 2022
MGT 6500 Managerial Negotiation (MBA)	
• <i>Dr. Kristina Diekmann (2018)</i>	
MGT 6050 Team Foundations (MBA)	
• <i>Dr. Kristina Diekmann (2018-2021)</i>	
MGT 6051 Managing and Leading in Organizations (MBA)	
• <i>Dr. Elizabeth Tenney (2018)</i>	
MGT 3680 Human Behavior in Organizations (Undergraduate)	
• <i>Dr. David Tannenbaum (2017)</i>	

- *Dr. Kylie Rochford (2020)*

Professional Service

Ad Hoc Peer Reviewer

2018 - Present

Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Journal of Vocational Behavior
Academy of Management (AOM)
International Association for Conflict Management (IACM)

Work Experience

Consultant, DecisionWise

2015 - 2018

- Administered employee engagement surveys, 360 feedback surveys, and psychometric assessments to over 50,000 people worldwide for 40+ organizations
- Compiled findings and analyses into extensive reports and presented findings to executive leaders
- Consulted HR leaders on best practices for communicating and implementing leadership development and organizational change strategies

Human Resources Manager, Marriott School of Business Career Center

2014 - 2015

- Managed professional development plans and held monthly coaching sessions
- Administered development curriculum to enable employees to reach 97% customer satisfaction
- Facilitated 360 feedback and employee surveys to adapt the training curriculum to team needs

Professional Affiliations

Academy of Management (AOM)
International Association for Conflict Management (IACM)
Positive Relationships at Work (PRW)
Distance in Organizations (DIO)

Academic References

Dr. Kristina (Tina) Diekmann

Angus T. Shearer Professor of Ethics
Associate Department Chair
Eccles School of Business
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Dr. Daniel Skarlicki

Edgar F. Kaiser Professor of Organizational Behaviour
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Dr. Cheryl Wakslak

McAlister Associate Professor in Business Administration
Marshall School of Business
University of Southern California
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Dr. Kylie Rochford

Assistant Professor
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