

# 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

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## 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*

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## Research Interests

I broadly focus on how employees' cognitions and emotions affect their interpersonal outcomes, seeking to understand the causes, consequences, and alleviation of suffering in organizations – particularly women's distress at work (e.g., discrimination, sexual harassment). I also examine the effects of social cognition on perceptions of women's behavior. My methodological toolbox includes experimental paradigms, experience sampling, archival text analysis, interviews, and survey-based field research.

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## Teaching Interests

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

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## Publications

**Dodson, S.J.**, Goodwin, R.D., Graham, J., & Diekmann, K.A. (2023). Moral foundations, empathy, and punishment following sexual misconduct allegations. *Organization Science*, 34(5), 1651-1996. <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>  
• Top Cited JOB Article 2022-2023

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>

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## Papers In Revision

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Diekmann, K.A., & Graham, J. [Gender stereotypes]. *Reject and Resubmit*, *Journal of Personality and Social Psychology*.

Goodwin, R.D., **Dodson, S. J.**, Dehghani, M., Graham, J., & Diekmann, K.A. [Responses to sexual harassment]. *1<sup>st</sup> Revise and Resubmit*, *Personnel Psychology*.

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## Papers Under Review

**Dodson, S.J.** & Skarlicki, D.P. [Enacting EDI in organizations]. *Journal of Applied Psychology*.

**Dodson, S.J.**, Coll, K.A., Goodwin, R.D., Hofmann, W., & Graham, J. [Everyday discrimination]. *Journal of Business and Psychology*.

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## Working Papers

\*Previously submitted, incorporating feedback from reviewers/editor

\*Goodwin, R.D., **Dodson, S. J.**, & Diekmann, K.A. Managing impressions following allegations of misconduct at work. *Target Journal: Journal of Applied Psychology*

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

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

\*Denotes equal contribution

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

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## Selected Research in Progress

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

Status: *Data collection, 4<sup>th</sup> study*

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

Status: *Data collection, 2<sup>nd</sup> study*

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

Status: *Data collection, 2<sup>nd</sup> round interviews*

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

Status: *Study design, 1<sup>st</sup> study*

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## Conference Presentations

Goodwin, R.D., **Dodson, S.J.**, Graham, J., Dehghani, M., & Diekmann, K.A. (2024, August). When he says, "I didn't do it," others morally judge her: Sexual harassment denials undermine #MeToo victims. In S.J. Dodson & R.D. Goodwin (Co-chairs), *Third-party perceptions of victims in the workplace: New complexities and opportunities*. Academy of Management Conference, Chicago, IL.

**Dodson, S.J.** & Skarlicki, D.P. (2024, August). The ethics of Robin Hoodism: When managers take EDI issues into their own hands. In S.J. Dodson & R.D. Goodwin (Co-chairs), *Third-party perceptions of victims in the workplace: New complexities and opportunities*. Academy of Management Conference, Chicago, IL.

Heng, Y.T., Stillwell, E.E., & **Dodson, S.J.** (2024, August). How lay theories about grief influence grieving employees' work experiences. In Stillwell, E.E., Hinz, J. & Pletneva, L. (Co-chairs), *Understanding and supporting grief in the professional environment*. Academy of Management Conference, Chicago, IL.

Goodwin, R.D., **Dodson, S.J.**, Graham, J., Dehghani, M., & Diekmann, K.A. (2024, June). When he says, “I didn’t do it,” others morally judge her: Sexual harassment denials undermine #MeToo victims. In S.J. Dodson (Chair), *Expanding our understanding of third-party perceptions of victims in the workplace*. International Association of Conflict Management, Singapore.

**Dodson, S.J.** & Skarlicki, D.P. (2024, June). The ethics of Robin Hoodism: When managers take EDI issues into their own hands. In S.J. Dodson (Chair), *Expanding our understanding of third-party perceptions of victims in the workplace*. International Association of Conflict Management, Singapore.

**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.

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## Invited Talks

University of Calgary, Haskayne School of Business, December 2023

University of Georgia, Terry School of Business, December 2023

University of Southern California, Marshall School of Business, November 2023

University of British Columbia, Sauder School of Business, February 2023

Utah State University, Huntsman School of Business, October 2021

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## Media Coverage

Dodson, S.D. & Goodwin, R.D. (March 20, 2024). Himpathy helps explain why perpetrators of sexual misconduct often escape repercussions. In *The Conversation Canada*. <https://theconversation.com/how-himpathy-helps-shield-perpetrators-of-sexual-misconduct-from-repercussions-224594>

“No gender parity until 2129: Canadian women less likely to be managers than U.S., Mexico, France” (March 7, 2024). In *Canadian HR Reporter*. <https://www.hrreporter.com/focus-areas/diversity/no-gender-parity-until-2129-canadian-women-less-likely-to-be-managers-than-us-mexico-france/384294>

EP81: Dr. Samantha Dodson on women, systems, and leaning in vs. out (September 26, 2023). In *See, Hear, Feel*. <https://christinejko.buzzsprout.com/1954860/13528879-ep81-dr-samantha-dodson-on-women-systems-and-leaning-in-vs-out>

The morality of himpathy for sexual harassers (July 20, 2023). In *The Academic Minute*. National Public Radio (NPR). <https://academicminute.org/2023/07/samantha-dodson-university-of-british-columbia-the-morality-of-himpathy-for-sexual-harassers/>

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

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## Academic Awards and Grants

SSHRC Insight Development Grant (\$15,800 CAD)	2023-2024
Doctoral Teaching Excellence Award	2022
Women in Leadership David Eccles School of Business Research Grant (\$16,500 USD)	2018
Brigham Young University scholarship (\$11,500 USD)	2010 - 2015
Marriott School of Management scholarship (\$1,450 USD)	2013 - 2014
Phi Eta Sigma national scholarship (\$6,300 USD)	2012 - 2013

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## Teaching Experience

**Guest Lecturer**, *College of Business, University of Nevada, Reno* 2023  
Leadership (Ph.D.), “New Directions in Leadership Research”

**Guest Lecturer**, *Sauder School of Business, University of British Columbia* 2023

Business Fundamentals (Undergraduate), “Equity, Diversity, and Inclusion”

**Instructor**, *David Eccles School of Business, University of Utah*  
Business Scholars (Undergraduate honors), *Not rated* **2021-2022**  
Human Behavior in Organizations (Undergraduate; online), *Rating: 5.6/6.0* **2020**  
Ph.D. Bootcamp, “Primary Data and Validity” **2020-2021**

**Guest Lecturer**, *David Eccles School of Business, University of Utah*  
Managing & Leading in Organizations (MBA), “Evidence-Based Management” **2019**

**Graduate Teaching Assistant**, *David Eccles School of Business, University of Utah* **2017 - 2022**  
Managerial Negotiation (MBA)  
• *Dr. Kristina Diekmann (2018)*  
Team Foundations (MBA)  
• *Dr. Kristina Diekmann (2018-2021)*  
Managing & Leading in Organizations (MBA)  
• *Dr. Elizabeth Tenney (2018)*  
Human Behavior in Organizations (Undergraduate)  
• *Dr. David Tannenbaum (2017)*  
• *Dr. Kylie Rochford (2020)*

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## Professional Service

**Ad Hoc Peer Reviewer** **2018 - Present**  
*Organization Science*  
*Organizational Behavior and Human Decision Processes*  
*Personality and Social Psychology Bulletin*  
*Journal of Organizational Behavior*  
*Journal of Vocational Behavior*  
*Academy of Management*  
*International Association for Conflict Management*

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## Work Experience

**Consultant**, DecisionWise **2015 - 2017**  
• 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

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## Professional Affiliations

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