

Samantha J. Dodson

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Academic Positions

Haskayne School of Business, University of Calgary Assistant Professor, Organizational Behaviour and Human Resources Area	2024 - Present
Sauder School of Business, University of British Columbia Montalbano Centre for Responsible Leadership Development Postdoctoral Research Fellow	2022 - 2024

Education

Eccles School of Business, University of Utah Ph.D., Management (Emphasis: Organizational Behavior, Minor: Gender Studies)	2022
Marriott School of Business, Brigham Young University B.S., Management (Emphasis: Organizational Behavior and Human Resources), <i>cum laude</i>	2015

Research Interests

My research focuses on when and why women experiencing adversity at work are evaluated as deserving of support and opportunity, as well as more broadly how to alleviate suffering in organizations. My methodological toolbox includes experimental paradigms, experience sampling, archival text analysis, interviews, and survey-based field research.

Publications

Dodson, S.J., Goodwin, R.D., Wakslak, C.J., Diekmann, K.A., & Graham, J. (2025). She sees the trees, he sees the forest: Descriptive gender stereotypes of concreteness and abstractness. *Journal of Personality and Social Psychology*. Advance online publication. <https://doi.org/10.1037/pspa0000453>

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>

Papers In Revision

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

Papers Under Review

Dodson, S.J. & Skarlicki, D.P. [Ethics of Robin Hoodism]. *Journal of Business Ethics*.

Dodson, S.J., Goodwin, R.D., Tideman, S., Wakslak, C., Graham, J., & Diekmann, K.A. [Leader gender and abstraction]. *Academy of Management Journal*.

Working Papers

*Previously submitted, incorporating feedback from reviewers/editor

Goodwin, R.D., **Dodson, S.J.,** & Diekmann, K.A. [Power shifts following sexual harassment allegations]. *Target journal: Journal of Applied Psychology*.

*Goodwin, R.D., **Dodson, S. J.,** & Diekmann, K.A. [Impression management following sexual harassment allegations]. *Target journal: Journal of Applied Psychology*.

Selected Research in Progress

Dodson, S.J. [Construal level and gender in professional image management].
Status: *Data collection, 4th study*

Dodson, S.J. & Goodwin, R.D. [Working parents' mental load].
Status: *Data collection, 2nd study*

Heng, Y.T., Stillwell, E.E., & **Dodson, S.J.** [Lay theories of grief and work outcomes].
Status: *Data collection, 2nd study*

Dodson, S.J., Evans, W., Willness C.R., Weinhardt, J.M., Steel, P. [Sexual harassment meta-analysis].
Status: *Data collection and coding*

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

Media Coverage

“Healthy Workplaces: The Human Cost of Systemic Failure” (March 4, 2025). *Haskayne Business Exchange*. <https://haskayne.ucalgary.ca/research-and-faculty/haskayne-business-exchange>

“Himpathy: The psychology of why some people side with perpetrators of sexual misconduct” (September 26, 2024). In *The Conversation Weekly Podcast*. The Conversation. <https://theconversation.com/himpathy-the-psychology-of-why-some-people-side-with-perpetrators-of-sexual-misconduct-podcast-239860>

Collis, M.R. (July 30, 2024). *Addressing himpathy: How organizations can navigate bias in sexual assault allegations* (research brief). *Gender and the Economy*. <https://www.gendereconomy.org/addressing-himpathy-how-organizations-can-navigate-bias-in-sexual-assault-allegations/>

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>

Academic Awards and Grants

SSHRC Insight Development Grant (\$71,459 CAD)	2025 - 2027
Dean’s Award for Knowledge Creation (Haskayne School of Business)	2025
SSHRC Insight Development Grant (\$15,800 CAD)	2023 - 2024
Doctoral Teaching Excellence Award (Eccles School of Business)	2022
Women in Leadership Eccles School of Business Research Grant (\$16,500 USD)	2018

Teaching Experience

Instructor , <i>Haskayne School of Business, University of Calgary</i>	
Fundamentals of Human Behavior in Organizations (Undergraduate)	2025 - Present
Gender and Work (Undergraduate)	2025 - Present
Guest Lecturer , <i>College of Business, University of Nevada, Reno</i>	2023
Leadership (Ph.D.), “New Directions in Leadership Research”	
Guest Lecturer , <i>Sauder School of Business, University of British Columbia</i>	2023
Business Fundamentals (Undergraduate), “Equity, Diversity, and Inclusion”	
Instructor , <i>David Eccles School of Business, University of Utah</i>	
Business Scholars (Undergraduate honors), <i>Not rated</i>	2021-2022
Human Behavior in Organizations (Undergraduate; online)	2020
Bootcamp (Ph.D.), “Primary Data and Validity”	2020-2021
Guest Lecturer , <i>David Eccles School of Business, University of Utah</i>	
Managing & Leading in Organizations (MBA), “Evidence-Based Management”	2019

Professional Service

Ad Hoc Peer Reviewer	2018 - Present
<i>Organization Science</i>	
<i>Organizational Behavior and Human Decision Processes</i>	
<i>Journal of Applied Psychology</i>	
<i>Journal of Organizational Behavior</i>	
<i>Personality and Social Psychology Bulletin</i>	
<i>Journal of Vocational Behavior</i>	

Internal Service

Advisor, Business Pride Club

2024 - Present

Organization Committee Lead, EDI in Organizations Research Workshop

2024 – Present

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

Professional Affiliations

Academy of Management

International Association for Conflict Management

Center for Positive Organizations' Community of Scholars

Positive Relationships at Work Micro-community

Distance in Organizations Group