

# Samantha J. Dodson

Email: [Samantha.Dodson@ucalgary.ca](mailto:Samantha.Dodson@ucalgary.ca) · Website: [Samanthadodson.com](http://Samanthadodson.com)

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## Academic Positions

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| <b>Haskayne School of Business, University of Calgary</b><br>Assistant Professor, Organizational Behaviour and Human Resources Area<br>CHAIR Fellowship      | <b>2024 - Present</b> |
| <b>Sauder School of Business, University of British Columbia</b><br>Montalbano Centre for Responsible Leadership Development<br>Postdoctoral Research Fellow | <b>2022 - 2024</b>    |

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## Education

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

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## 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.

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## Publications

**Dodson, S.J.** & Skarlicki, D.P. (2026). The ethics of Robin Hoodism: When managers take injustice into their own hands. *Journal of Business Ethics, Advance Online Publication*. <https://doi.org/10.1007/s10551-026-06273-0>

**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*, 129(6), 1054–1082. <https://doi.org/10.1037/pspa0000453>

**Dodson, S.J.**, Goodwin, R.D., Graham, J., & Diekmann, K.A. (2023). Moral foundations, himpathy, 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

Goodwin, R.D., **Dodson, S. J.**, Graham, J., & Diekmann, K.A. [Responses to sexual harassment]. *2<sup>nd</sup> Revise and Resubmit, Personnel Psychology*.

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## Papers Under Review

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

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## Working Papers

\*Previously submitted, incorporating feedback from reviewers/editor

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

**Dodson, S.J.** [Gender and professional image management]. *Target journal: Journal of Business and Psychology*

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## Selected Research in Progress

\*Denotes student co-author

**Dodson, S.J.**, Goodwin, R.D., Cho, A., & Chawla, N. [Working parents' mental load].  
Status: *Data collection, 2<sup>nd</sup> study*

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

Evans, W.\*, Weinhardt, J.M., **Dodson, S.J.**, & Willness, C.R. [LGBTQ+ sexual harassment].  
Status: *Data collection and coding*

**Dodson, S.J.** & Goodwin, R.D. [Intersectional himpathy].  
Status: *Data collection, 1<sup>st</sup> study*

Qi, K.\*, Maojiao, M.\*, **Dodson, S.J.**, & Goodwin, R.D. [Gender-emotion stereotypes review].  
Status: *Literature review*

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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

Elsesser, K. (June 11, 2025). "We need to rethink how we recommend women on LinkedIn, according to study" In *Forbes*. [https://www.forbes.com/sites/kimelsesser/2025/06/11/we-need-to-rethink-how-we-recommend-women-on-linkedin-according-to-study/?trk=feed-detail\\_main-feed-card\\_feed-article-content](https://www.forbes.com/sites/kimelsesser/2025/06/11/we-need-to-rethink-how-we-recommend-women-on-linkedin-according-to-study/?trk=feed-detail_main-feed-card_feed-article-content)

“Healthy workplaces: The human cost of systemic failure” (March 4, 2025). *Haskayne Business Exchange*. <https://haskayne.ucalgary.ca/research-and-faculty/haskayne-business-exchange>

Madsen, S. (February 25, 2025). “Why people support perpetrators during sexual misconduct allegations” In *Forbes*. <https://www.forbes.com/councils/forbescoachescouncil/2025/02/25/why-people-support-perpetrators-during-sexual-misconduct-allegations/>

“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>

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## Academic Awards and Grants

|   |             |
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| Haskayne School of Business CHAIR Fellowship (\$50,000 CAD)                 | 2026 - 2031 |
| 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        |

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## Teaching Experience

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| <b>Instructor</b> , <i>Haskayne School of Business, University of Calgary</i>  |                |
| Fundamentals of Human Behavior in Organizations (Undergraduate)                | 2025 - Present |
| Equity, Diversity, and Inclusion in Organizations (Undergraduate)              | 2025 - Present |
| <b>Guest Lecturer</b> , <i>College of Business, University of Nevada, Reno</i> | 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** **2021-2022**  
Business Scholars (Undergraduate honors), *Not rated*  
Human Behavior in Organizations (Undergraduate; online) **2020**

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

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## Professional Service

**Ad Hoc Peer Reviewer** **2018 - Present**  
*Organization Science*  
*Organizational Behavior and Human Decision Processes*  
*Journal of Applied Psychology*  
*Journal of Organizational Behavior*  
*Personality and Social Psychology Bulletin*  
*Journal of Vocational Behavior*  
*Journal of Experimental Social Psychology*  
*Journal of Business Ethics*

## Internal Service

Advisor, Business Pride Club **2024 - Present**  
Organization Committee Lead, EDI in Organizations Research Workshop **2024 - Present**

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## Supervisory Experience

Kate Qi, co-supervisor  
Whitney Evans, internal FoS committee member  
Farzam Khalilnejad, internal FoS examiner  
Olha Mendelenko, external Prosem examiner  
Brianna Davison, external FoS examiner  
Ceilidh McConnell, external FoS examiner  
Ethel Craft (Athabasca University), external dissertation examiner

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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  
International Association for Conflict Management  
Center for Positive Organizations' Community of Scholars  
Canadian Psychological Association