

## **EDUCATION**

**Foster School of Business, WA** expected June 2022  
*PhD in Organizational Behavior*

Dissertation: *Organizational Cultures of Guilt & Shame*  
Committee: Michael Johnson & Crystal Farh (Co-Chairs), Xiao-Ping Chen & Jerald Herting  
Proposed March 2021, Defense expected June 2022

**Durham Business School, UK** Jan. 2015  
*MA in Management – with distinction*

**SIT Graduate Institute, VT** Apr. 2009  
*MA in Teaching*

**Columbia University, NY** May 2006  
*BA in English & Comparative Literature – cum laude*

## **RESEARCH INTERESTS**

culture, moral emotions & deviance

## **PUBLICATIONS**

Watkins, T., Patel, A. & **Antoine, G.** (in press) You are what you eat: How and when workplace healthy eating cultivates coworker perceptions and behaviors. *Journal of Applied Psychology*.

Murphy, M., MacDonald, J., **Antoine, G.** & Smolarski J. (2019). Exploring Muslim attitudes towards corporate social responsibility: Are Saudi business students different? *Journal of Business Ethics*, 154(4), 1103-1118.

## **MANUSCRIPTS UNDER REVIEW**

**Antoine, G.** & Johnson, M. Organizational cultures of guilt and shame, *Academy of Management Review*.

## **MANUSCRIPTS IN PREPARATION**

**Antoine, G.**, Maddux, W., Chen, X. P. & Sanchez-Burks, J. Cultural variation in rule breaking behavior, target: *Journal of Personality and Social Psychology* (revising final draft).

Affinito, S., Maddux, W., **Antoine, G.** & Gray, K. Multicultural experiences and prejudice, target: *Journal of Experimental Social Psychology* (revising final draft).

**Antoine, G.** & Flynn, F. Shame proneness and emotional labor, target: *Academy of Management Journal* (data collection).

**Antoine, G.**, Affinito, S., Maddux, W. & Gray, K. Multicultural experiences and interpersonal deviance, target: *Organizational Behavior & Human Development Processes* (data collection).

Wee, E., **Antoine, G.** & Barnes, C. Status and sleep deprivation disclosure, target: *Organizational Behavior & Human Development Processes* (data collection).

**Antoine, G.** & Farh, C. Employee voice across cultures, target: *Academy of Management Review* (revising first draft).

## CONFERENCE PRESENTATIONS

### Chaired Symposia

- Antoine, G.** & Johnson, M. (2021). The power of the public slap: The costs & benefits of shaming in organizations. In **G. Antoine** & M. Johnson (Chairs), *We Second that Emotion: Collective Affect in Organizations*. Accepted at the Academy of Management Conference.
- Antoine, G.** & Farh, C. (2021) More than words: A theory of context dependent communication style on the expression and reception of employee voice. In **G. Antoine** & C. Farh (Chairs), *Voice in Context and as Context: The Influence of Situational Opportunities and Constraints on Employee Voice and its Outcomes*. Accepted at the Academy of Management Conference.
- Antoine, G.**, Maddux, W., Chen, X.P. & Sanchez-Burks, J. (2020). Social norms in organizations: An expansive view of conformity and deviance in the workplace. In **G. Antoine** & W. Maddux (Chairs), *Social Norms in Organizations*. Presented at the Academy of Management Conference.

### Presentations

- Affinito, S., Maddux, W., **Antoine, G.** & Gray, K. (2021). Eat, pray . . . hate? Negative multicultural experiences can increase intergroup bias? In E. Lin (Chair), *Multicultural Experiences and Social Dynamics*. Accepted at the Academy of Management Conference.
- Antoine, G.**, Maddux, W., Chen, X. P. & Sanchez-Burks, J. (2020). The paradox of constraints: Cultural tightness and rule-breaking. Presented at the Stanford GSB Rising Scholars Conference.
- Antoine, G.** & Johnson, M. (2020). Organizational affective cultures of guilt & shame: A scale development. In M. Daniels (Chair), *Shame at work: Multiple conceptualizations of shame and its impact on individual outcomes*. Presented at the Academy of Management Conference.
- Watkins, T., Patel, A. & **Antoine, G.** (2020). You are what you eat: How and when healthy eating at work cultivates coworker reactions. Presented at the Academy of Management Conference.
- Wee, E., **Antoine, G.** & Barnes, C. Let me tell you about burning the midnight oil: A gendered effect on status conferral. Presented at the Academy of Management Conference.
- Antoine, G.** & Johnson, M. (2019). The cultural logics of shame and guilt: Emotional cultures of social regulation in organizations. Presented at the Academy of Management Conference.
- Fehr, R., Barnes, C., Welsch, D. & **Antoine, G.** (2018). Moralization in the workplace. Presented at the Academy of Management Conference.
- Murphy, M., MacDonald, J. & **Antoine, G.** (2016). Pursuing purposeful organizations: Business ethics education in Saudi Arabia and the Islamic world. Presented at the Academy of Management Conference.
- Tlaiss, H. & **Antoine, G.** (2016). Gendering the HRM – CSR nexus in developing economies: Meaningful tools & mechanisms. Presented at the Academy of Management Conference.
- Antoine, G.** & MacDonald, J. (2016). Conceptions of shame & guilt: An Arabic-Islamic perspective. Presented at the International Association for Business & Society Conference.
- Antoine, G.** & MacDonald, J. (2015). Social media and corruption in shame vs. guilt cultures International Association for Business and Society Conference.

**Antoine, G. & Santa, R. (2015).** Pursuing sustainable construction in Saudi Arabia. Presented at the International Association for Business and Society Conference.

## COURSES TAUGHT & TEACHING EVALUATIONS

- |   |           |
|---|-----------|
| ▪ MGMT 300, University of Washington ( <i>virtual</i> , Seattle) 2020 | 4.80/5.00 |
| ▪ MGMT 300, University of Washington (Seattle) 2020                   | 4.40/5.00 |
| ▪ Business Management, Alfaisal University 2016                       | 4.60/5.00 |
| ▪ University Writing, Alfaisal University 2012 – 2017                 | 4.33/5.00 |

## GRANTS & AWARDS

- |   |             |
|---|-------------|
| ▪ University of Washington Presidential Dissertation Fellowship Award       | 2021 – 2022 |
| ▪ 1st Prize – Alfaisal Uni. Annual Poster Competition – College of Business | 2015 – 2016 |
| ▪ Employee of the Year, Alfaisal University – College of General Studies    | 2015 – 2016 |
| ▪ Alfaisal University Strategic Research Grant, \$133,333                   | 2013 – 2015 |

## ACADEMIC MANAGEMENT EXPERIENCE

**Department Coordinator** Dec. 2010 – Jul. 2011  
*Dar Al-Uloom University Preparatory Program, Riyadh, Saudi Arabia*  
Conducted regular classroom observations for evaluation & professional development  
Oversaw scheduling, hiring, examinations, curriculum and daily operations of the department

**Teaching Practicum Supervisor** Sep. 2009 – Jun. 2010  
*SIT Graduate Institute at Al-Yamamah University, Riyadh, Saudi Arabia*  
Observed interns (MA candidates) for three different classroom visits & discussed feedback

**Academic Coordinator** Feb. 2008 – Feb. 2009  
*Saudi INTERLINK at Al-Yamamah University, Riyadh, Saudi Arabia*  
Facilitated teacher training and professional development workshops  
Conducted regular observations of EFL faculty & provided constructive feedback

**Program Assistant & ESL Instructor** Jan. 2005 – Dec. 2005  
*Community Impact at Columbia University, New York, New York*  
Conducted needs assessments and evaluations  
Trained incoming staff on teaching methods and procedures

## HIGHER EDUCATION TEACHING EXPERIENCE

**English Faculty** Jan. 2012 – July 2017  
*Al-Faisal University Preparatory Program*

**ESL Instructor** Dec. 2009 – Dec. 2010  
*Education Experts at King Saud University, Riyadh, Saudi Arabia*

**English Language Faculty** Aug. 2006 – Feb. 2008  
*Saudi INTERLINK at Al-Yamamah University, Riyadh, Saudi Arabia*

## PROFESSIONAL MEMBERSHIPS

- |                               |                |
|-------------------------------|----------------|
| ▪ PhD Project of US-KMPG      | 2017 – present |
| ▪ Academy of Management (AOM) | 2014 – present |

## LETTERS OF RECOMMENDATION

### **Michael D. Johnson**

The Boeing Company Endowed Professor in Business Management  
Foster School of Business  
University of Washington, Seattle  
Email: mdj3@uw.edu

### **Xiao-Ping Chen**

Philip M. Condit Endowed Chair in Business Administration  
Foster School of Business  
University of Washington, Seattle  
Email: xpchen@uw.edu

### **William W. Maddux**

Edward M. O'Herron Scholar and Area Chair of Organizational Behavior  
Kenan-Flagler School of Business  
University of North Carolina, Chapel Hill  
Email: William\_Maddux@kenan-flagler.unc.edu

### **Francis J. Flynn**

The Paul E. Holden Professor of Organizational Behavior  
Stanford Graduate School of Business  
Stanford University  
Email: fflynn@stanford.edu

### **Crystal Farh**

Associate Professor of Management  
Foster School of Business  
University of Washington, Seattle  
Email: farh@uw.edu