

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
Organization Science/INFORMS Dissertation Proposal Award Finalist 2021

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

Affinito, S., Maddux, W., **Antoine, G.** & Gray, K. Multicultural experiences and prejudice, *Personality & Social Psychology Bulletin*.

MANUSCRIPTS IN PREPARATION

Antoine, G. & Johnson, M. Organizational cultures of guilt and shame, target *Academy of Management Review* (finalizing for submission).

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

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* (composing 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

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|---|-------------|
| ▪ Organization Science/INFORMS Dissertation Proposal Award Finalist | 2021 – 2022 |
| ▪ 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

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

LETTERS OF RECOMMENDATION

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
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Michael D. Johnson

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Xiao-Ping Chen

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William W. Maddux

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