

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 May 25, 2022
Organization Science/INFORMS Dissertation Proposal Award Finalist 2021

Stanford Graduate School of Business Nov. 2021
Visiting PhD Student

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, *Journal of Experimental Psychology* (Revise & Resubmit).

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

MANUSCRIPTS IN PREPARATION

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

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

Antoine, G., Affinito, S., Maddux, W., Gray, K. & Effron, D. Multicultural experiences and moral compression, target: *Psychological Science* (data collection).

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*. Presented 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*. Presented 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

Antoine, G., Farh, C., Johnson, M. & Hu, Q. (2021). Witnessing shaming and the social nature of offended sentiments. Accepted at the Harvard Business School Rising Scholars Conference 2021.

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*. Presented 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

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|---|------------------|
| ▪ 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

- | | |
|---|-------------|
| ▪ 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 <i>Al-Faisal University Preparatory Program</i>	Jan. 2012 – July 2017
ESL Instructor <i>Education Experts at King Saud University, Riyadh, Saudi Arabia</i>	Dec. 2009 – Dec. 2010
English Language Faculty <i>Saudi INTERLINK at Al-Yamamah University, Riyadh, Saudi Arabia</i>	Aug. 2006 – Feb. 2008

PROFESSIONAL MEMBERSHIPS

- 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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Crystal Farh

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Foster School of Business
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Francis J. Flynn

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

Xiao-Ping Chen

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