

Christopher M. Bell
Schulich School of Business
York University
Toronto, ON
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DEGREES

PhD Management, Duke University, 2003
BA Honours Social Psychology & Anthropology, McGill University, 1997

EXPERIENCE

Schulich School of Business, York University Associate Professor 2008-present
Schulich School of Business, York University Assistant Professor 2003-2008

Associate Editor, Social Justice Research 2016-present

Theatre Passe Muraille, Board of Directors, Member 2009-2013

HONOURS & AWARDS

2014 – Schulich Research Excellence Award
2012 – Schulich Teaching Excellence Nomination (IMBA OB core course)
2009, 2011, 2012, 2013 – Schulich School of Business Merit Award
2007 – Nominated as Representative-at-large, Conflict Management Division of the Academy of Management
2002 – Best Student Paper, Conflict Management, Academy of Management

CURRENT TEACHING

Executive Mini-MBA – Negotiation 2014 – present
ORGS 4560 - Negotiations. 2005 – present (most recent ratings 6.4/7)
ORGS 4950 - Leaders, Heroes and Culture. 2010-present (most recent ratings 6.5/7)

RESEARCH INTERESTS

Organizational Justice
Self and social identity; regulatory focus
Envy and emotions in organizational life
Moral reasoning and behavioral ethics
Negotiation

RESEARCH GRANTS AWARDED

2003 - 2014	York University Small Research Grants	13,700
2014	Schulich Research Fellowship	1,500
2014	Lahore University of Management Sciences (with S. Quratulain and A.K. Khan)	5,000 (USD)
2012 & 2013	Schulich School of Business Research Grant	10,000
2004	SSHRC General Research Grant	80,835

TOTAL: \$108,035

ACADEMIC PUBLICATIONS *

Papers in Refereed Journals or Edited Volumes:

- *Bell, C.M. & McKague, K. Justice, power and uncertainty in the Bangladesh dairy value chain. (*In Press*). C. Moliner, R. Cropanzano, & V. Martinez-Tur (Eds.) *Organizational Justice: International perspectives and conceptual advances*.
- Fortin, M, Nadisic, T., Bell, C.M, Crawshaw, J., & Cropanzano, R. (*In Press*). Beyond the particular and universal: Dependence, independence, and interdependence of context, justice, and ethics. *Journal of Business Ethics*. (DOI) **10.1007/s10551-015-2823-x**
- Tasa, K. & Bell, C.M. (*In Press*) Deception in negotiation: Effects of moral disengagement and implicit beliefs. *Journal of Business Ethics*.
- *Bell, C.M. & Khoury, C. (2016). Powerlessness, de/humanization, and gendered sensitivity to procedural justice. *Journal of Managerial Psychology*, 32(2), 570-585.
- Khan, A.K., Quratulain, S., & Bell, C.M. (2014). Envy and counterproductive work behaviors: Is more justice always good? *Journal of Organizational Behavior*, 35(1), 128-144.
 - **Google Scholar Citations: 8**; Journal impact factor: 2 year 3.626; 5 year 4.226
- Crawshaw, J., Bell, C.M, Cropanzano, R., & Nadisic, T. (2013). Organisational justice and behavioural ethics: new perspectives on workplace fairness. *Human Relations*, 66(7), 1-20
 - **Google Scholar Citations: 22**; Journal impact factor: 2 year 1.938; 5 year 2.901
- * Marjanovic, Z., Greenglass, E.R., Fiksenbaum, L., & Bell, C.M. (2013) Psychometric evaluation of the Financial Threat Scale (FTS) in the context of the Great Recession. *Journal of Economic Psychology*, 36, 1 - 10.
 - **Google Scholar Citations: 13**; Journal impact factor: 2 year 1.081; 5 year 1.749
- Tasa, K., Celani, A. & Bell, C.M. (2013). Goals in negotiation revisited: The impact of goal setting and implicit negotiation beliefs. *Negotiation and Conflict Management Research*, 6(2), 114-132.
 - **Google Scholar Citations: 3**; Journal impact factor: 0.25
- Gelfand, M., Shteynberg, G., Lee, T., Lyons, L., Lun, J., Bell, C., Chiao, J.Y., Bruss, C.B., Dubbagh, M.A., Aycan, Z., Abdel-Latif, A-H., Khashan, H., Dagher, M., & Soomro, N. (2012). The cultural contagion of conflict. *Philosophical Transactions of the Royal Society B*, 367(1589), 692 – 703.
 - **Google Scholar Citations: 26**; Journal impact factor: 2 year 6.230; 5 year 7.298

* Indicates Schulich School of Business or York University Psychology student co-author

Bell, C.M. & Main, K. (2011) Third party observers and the attention-capturing power of distrust. *Journal of Business Ethics*, 102, 77 – 96.

- **Google Scholar Citations: 6**; Journal impact factor: 2 year 1.270; 5 year 1.628

* Bell, C.M. & Khoury, C. (2011). Dehumanization, deindividuation, anomie and organizational justice. In: S. Gilliland, D. Steiner, & D. Skarlicki (eds.), *Emerging Perspectives on Organizational Justice and Ethics, Research in Social Issues in Management, Vol. 7* (pp. 169 – 200). Greenwich, Conn.: Information Age Publishing.

Citations 1

Rupp, D. & Bell, C. (2010) Retribution, moral self regulation and self interest in the decision to punish: A moral motives extension of the deontic model of justice. *Business Ethics Quarterly*, 20, 89 – 106.

Authors contributed equally

- **Google Scholar Citations: 79**; Journal impact factor: 2 year 2.196; 5 year 2.555

* Bell, C. & Hughes-Jones, J. (2008) Power, self construal and the moralization of behavior. *Journal of Business Ethics*, 83, 503 – 514.

Google scholar citations 10

Lydon, J., Menzies-Toman, D.A., Burton, K. & Bell, C. (2008) If-Then Contingencies and the Differential Effects of the Availability of an Attractive Alternative on Relationship Maintenance for Men and Women. *Journal of Personality and Social Psychology*, 95, 50 – 65.

Google scholar citations 40

* Bell, C. & Song, F. (2005). Emotions in the conflict process: An application of the cognitive appraisal model of emotions to conflict management. *International Journal of Conflict Management*, 16, 30 - 55.

Google scholar citations 78

Heath, C., Bell, C. & Sternberg, E. (2001). Emotional Selection in Memes: The Case of Urban Legends. *Journal of Personality and Social Psychology*, 81, 1028 - 1041.

Google scholar citations 405

Papers in Revise and Resubmit

Khan, A.K., Bell, C.M., & Quratulain, S. The two faces of envy: Perceived opportunity to perform as a moderator of envy manifestation. *3rd Revise and resubmit at Personnel Review*

Romao, T., & Bell, C.M. System justification and ideology in Hollywood films.
Submitted to *Poetics*

Shteynberg, G., Gelfand, M.J., Imai, L., Mayer, D.M., & Bell, C.M. Prosocial Thinkers and the Social Transmission of Justice. 3rd revise and resubmit (minor edits) completed at the *European Journal of Social Psychology*.

Papers Under Review or in Preparation for Submission to Refereed Journals

Bell, C.M., Greenglass, E.R., Fiksenbaum, L., & Chelariu, C. (*in preparation for submission to Social Justice Research*) Just world belief as a positive illusion of control in times of economic crisis: A moderated mediation model of economic uncertainty, generalized self-efficacy and psychological health

*Bell, C.M. & Khoury, C. (*in preparation for submission to Journal of Organizational Behavior*). Group and justice effects under uncertainty: Perceived collective continuity, organizational justice and de/humanization in a commons conflict.

Fortin, M., Cuguero, N.E., El Akremi, A., & Bell, C.M. (*in preparation for submission to Journal of Business Ethics*). Distributive norms and the development of the Personal Allocation Preferences scale.

WORK IN PROGRESS

*Bell, C.M., Assoiants, A., Khan, A.K., Hameed, I., & Tan, J.X. Tough and fair or tough is fair? Disciplinary decisions and justice as predictors of ethical leadership
- Two studies completed; Final study to be completed Winter 2016; MS preparation Summer 2016

*Bell, C.M., Bryan, C., & Crawshaw, J. Attachment style and sensitivity to justice
- One study completed; field and lab studies to be completed 2015/2016; MS preparation Summer 2016

*Bell, C.M., Ji, Mingshuang, & Wiseman, S. Distancing from helpers in sexual harassment: Sex type, hostile sexism, and organizational status. Survey study analyzed and report submitted to AoM 2016; Lab study Winter 2016; MS preparation Summer 2016

Bell, C.M., Quratulain, S., Fortin, M., & Khan, A.K. (2014). Culture, scripts and negotiation.
- Data collection completed; Qualitative coding completed; MS preparation Summer 2016

*Bell, C.M. & Chung, P. Regulatory focus, social comparison and cheating.
- One study completed

*Bell, C.M. & Dai, C. Ethnicity, self regulatory focus, and envy
- One study completed

*Bell, C.M., Ruhani, S., & N. Peric. Moral uncertainty and anomie: A comparative test of

social identity and procedural justice models of uncertainty management.
 - Two studies completed

Refereed Conferences:

Bell, C.M. & Bryan, C. (2016). Anxious Attachment and perceptions of fairness: How relationship insecurities determine when, how, and why workplace fairness matters. International Society of Justice Research, University of Kent, Canterbury, UK.

Bell, C.M., Ji, M., & Wiseman, S. (2016). Distancing from helpers in sexual harassment: Sex type, hostile sexism, and organizational status. Academy of Management annual conference, Gender and Diversity Division, Anaheim, CA.

Chen, S., Bell, C.M., & Liao, Y. (2016). The roles of power and status in organizational corruption. Academy of Management annual conference, Social Issues in Management Division, Anaheim, CA.

†Bell, C.M., Assoiants, A., Khan, A.K., Hameed, I., & Tan, J.X. Tough and fair or tough is fair? Disciplinary decisions and justice as predictors of ethical leadership. *Fourth International Workshop on Insights in Organizational Justice and Behavioral Ethics*. University of Edinburgh, Edinburgh, Scotland.

Bell, C.M., Quratulain, S., & Khan, A.K. (2014). Culture, scripts and negotiation. Academy of Management annual conference, Philadelphia, PA.

Tasa, K. & Bell, C.M. (2013). Unchangeable and not caring: Effects of moral disengagement and implicit negotiation beliefs on negotiation process and outcomes. Paper presented at the *2013 International Association of Conflict Management Conference*, June 2013, Tacoma, WA.

Bell, C.M. & Khoury, C. (2013) Group and justice effects under uncertainty: Perceived collective continuity, organizational justice and de/humanization in a commons conflict. *Third International Workshop on Insights in Organizational Justice and Behavioral Ethics*. University of Toulouse, Toulouse, France.

Khan, A.K., Bell, C.M., & Quratulain, S. (2012). Benign envy and malicious envy: Relative deprivation, anomie and perceived opportunity. Academy of Management annual conference, Boston, MA.

* Bell, C.M. & Flear, C. (2011). Moral reflection and cognitive mindsets: Dissonance motivates cognitive tolerance in reflection on own but not other's ethical behavior. *Second International Workshop on Insights in Organizational Justice and Behavioral Ethics*. Aston School of Business, U. Birmingham, UK.

Khan, A.K., Quratulain, S., & Bell, C. (2011). Envy and counterproductive work behaviors: Is more justice always good? Academy of Management annual

conference, San Antonio, TX.

Bell, C., Barclay, L.J. & Bobocel, R. (2010). Capturing justice in the cognitive nets of collectivists and individualists: Concept constellations in responses to open-ended questions. Academy of Management annual conference, Montreal, Canada.

- * Bell, C. & Khoury, C. (2010). De/humanized by justice: Organizational de/humanization as a mediator of procedural justice. Academy of Management annual conference, Montreal, Canada.
- * Bell, C. & McKague, K. (2010a). Justice, power and uncertainty in the Bangladesh Dairy Value Chain. International Society of Justice Researchers biennial conference, Banff, Canada.
- * Bell, C. & McKague, K. (2010b). Justice, power and uncertainty in the Bangladesh Dairy Value Chain. International Dairy Conference, Mymensingh, Bangladesh.
- * Bell, C. & Payton, M. (2010). Theory of mind and inferences of an agent's psychological distance in moral reasoning: Third party judgments of culpability are influenced by whether the agent had direct first hand or indirect mediated information about consequences. Academy of Management annual conference, Montreal, Canada.

Bell, C. (2008). Retribution/altruism and organizational justice: evolutionary and complex social modes of 'doing the right thing'. International Roundtable on Innovations in Organizational Justice, Lisbon.

Barclay, L., Bell, C., & Skarlicki, D. (2007) Accounts, mental representations and justice perceptions. 68th Annual Convention of the Canadian Psychological Association, Ottawa, ON.

- * Bell, C., & Hughes-Jones, J. (2007). Power and the Moralization of the Social Affective Environment. Academy of Management annual conference, Phil., PA.

Bell, C. & Folger, R. (2006). The automaticity of justice cognitions: connectionist models and Kantian categorical imperatives. Academy of Management annual conference, Atlanta, GA.

- * Fredette, C. & Bell, C. (2006). Identity uncertainty and compensatory or non-compensatory justice judgments. International Association of Conflict Management annual conference, Montreal, QC.

Gelfand, M., Shteynberg, G., Imai, L., Mayer, D.M. & Bell, C. (2006). Individualism-Collectivism as a moderator of justice contagion. Academy of Management annual conference, Atlanta, GA.

- Rupp, D. & Bell, C. (2006). Factors impacting resource allocation decisions: The interaction of cognitive load and value preferences with knowledge of distributive injustice. Academy of Management annual conference, Atlanta, GA.
- Gelfand, M., Bell, C., & Shteynberg, G. (2005). Culture, shame and revenge. Academy of Management annual conference, Honolulu, HI
- Bell, C. (2004) Vicarious shame mediates the effects of retributive punishment on the restored social standing of moral transgressors. International Association for Conflict Management annual conference, Pittsburgh, PA
- * Song, F. & Bell, C. (2003). Realizing One's Self Through Organizational Goals: A Group-Value Model Of Self-Socialization, Community Benevolence, And Performance, Administrative Science Association of Canada annual conference, Halifax, NS.
- Bell, C. (2002). Shame, Guilt and Justice: Self-Conscious Emotions as Mediators of the Positive Effects of Justice, Academy of Management annual conference, Denver, CO. *Best Student Paper Award, CMD*
- Bell, C., Lind, E.A., McGuire, L. & See, K. (2001). Procedural Justice Effects On Interest Groups In An Environmental Commons Dilemma. Academy of Management annual conference, Washington, DC.
- Burton, K., Lydon, J., & Bell, C. (2000). Priming the avoidance of attractive alternatives. (Brendan G. Rule Student Paper Award). Canadian Psychological Association annual conference, Ottawa, ON.
- Bell, C. & Lydon, J. (1997). Avoiding Attractive Alternatives in Virtual Reality, Canadian Psychological Association annual conference, Toronto, ON.

INVITED PRESENTATIONS

- Bell, C.M., Quratulain, S., & Khan, A.K. (2014). Culture, scripts and negotiation. Presented at Queen's University, Kingston, ON.
- Khan, A.K., Bell, C.M., & Quratulain, S. (2013). Benign envy and malicious envy: Relative deprivation, anomie and perceived opportunity. Presented at Changsha University, Changsha, Hunan, China.
- * Bell, C. & Hughes-Jones, J. (2011) Power, self construal and the moralization of behavior. Presented at Lahore University of Management Sciences, Lahore, Pakistan.
- * Bell, C.M. & Khoury, C. (2011) De/humanized by justice: Organizational de/humanization as a mediator of procedural justice. Presented at Aston Business

School, Birmingham, UK.

- * Bell, C.M. & Payton, M. (2011). Moral Judgments and the Psychological Distance Between Transgressor and Outcome. Presented at the Faculty of Management Studies, University of Central Punjab, Lahore, Pakistan.
- * Bell, C. & Song, F. (2005). Emotions in the conflict process: An application of the cognitive appraisal model of emotions to conflict management. Presented at Sauder School of Business, University of British Columbia.

Gelfand, M., Bell, C., & Shteynberg, G. (2005) Culture, shame and vicarious revenge. Presented at the Anderson School of Business, University of California at Los Angeles.

SMALL CONFERENCE ORGANIZATION

Patel, C., Bell, C. M., Crawshaw, J., Cropanzano, R., Fortin, M., & Nadisic, T. (2015). Fourth International Workshop on Insights in Organizational Justice and Behavioral Ethics. University of Edinburgh, Edinburgh, UK.

Fortin, M., Bell, C.M., Crawshaw, J., Cropanzano, R., & Nadisic, T. (2013). Third International Workshop on Insights in Organizational Justice and Behavioral Ethics. University of Toulouse 1 Capitole, Toulouse, France.

Crawshaw, J., Nadisic, T., Bell, C.M., & Cropanzano, R. (2011). Second International Workshop on Insights in Organizational Justice and Behavioral Ethics. Aston School of Business, U. Birmingham, UK.

Bell, C. M. (2011). Gender and justice in the workplace. Keynote speakers: Belliveau, M. (Emory), Bobocel, R. (U Waterloo), Raver, J. (Queens). Schulich School of Business, York University, Toronto.

Nadisic, T., Bell, C., & Cropanzano, R. (2009). First International Workshop on Insights in Organizational Justice and Behavioral Ethics. Keynote speakers: Russell Cropanzano, U of Arizona; Gerard Mikula, U of Graz. EM-Lyon, France.

Bell, C. & Struthers, W. (2009). 'Moral Responses in the Workplace: Justice, Forgiveness, and Revenge'. Keynote speakers: Michael McCullough, U of Miami; Karl Aquino, UBC. Schulich School of Business, York University, Toronto.

Bell, C. (2005). 'Justice and the four fundamental forms of social relations'. Keynote speakers: Alan Fiske, UCLA; Robert Folger, UCF. Schulich School of Business, York University, Toronto.

NOT-FOR-PROFIT

Research partner with CARE Bangladesh, 2009 to 2013. I have done extensive field

interviews in rural Bangladesh and collaborated on the design and implementation of program assessment and research surveys administered to the extremely poor, primarily female dairy farmers who are participants in a CARE led intervention.

ACADEMIC JOURNAL SPECIAL ISSUE EDITOR

Fortin, M., Bell, C., Crawshaw, J., Cropanzano, R., & Nadisic, T. (2014). Context influences on workplace ethics and justice. *Journal of Business Ethics*.

Crawshaw, J., Cropanzano, R., Bell, C., & Nadisic, T. (2012). Organizational justice and behavioural ethics: New perspectives on workplace fairness. *Human Relations*.

TEACHING

Courses Taught

ORGS 4560 – Negotiations. Undergraduate elective. 2005 – present
 ORGS 4950 – Leaders, Heroes and Culture. Undergraduate elective. 2010–present
 MGMT 6100 – MBA Strategy Field Study, 2002 – present

ORGS 2000/3000 – Organizational Behavior. Undergraduate core. 2005 – 2009
 ORGS 5100 – Introduction to Organizational Behavior. Mumbai Campus. 2012
 INTL 5220 – International Dimensions of Organizational Behavior. IMBA 2011.
 ORGS 6560 – Negotiations. MBA Elective. 2010.
 ORGS 7900 – Graduate doctoral seminar, 2003, 2005

PSYC 4000 – Psychology Undergraduate Honour’s Thesis (see below for details)

Courses Designed or Developed

ORGS 4560 – Negotiations. Undergraduate elective
 ORGS 4950 – Leaders, Heroes and Culture. Undergraduate elective.
 Doctoral seminar on the psychology of justice (2005)
 Doctoral seminar on critical topics in social psychology (2003)

Graduate Committees

PhD Theses

Kevin McKague	ORGS	2013
Joe Krasman	OBIR	2008
Joanne Jones	Accounting	2008
Janelle Jones	Psychology	2008
Mei-Ling Wei	Marketing	2006

Undergraduate Honors Theses (Psychology)

<i>Camellia Bryan</i>	2016
<i>Sylvie Wiseman</i>	2016
Art Assoiants	2014
Michael Payton	2008
Justin Hughes-Jones	2007

Craig Flear

2007

Directed Independent Studies

PhD Directed Studies:	2005	Chris Fredette; Tom Medcoff; Yingying Xiu
	2003	Rumina Dhalla; Joe Krasman; Fei Song
MBA Directed Studies:	2015	Psalm Chung
	2014	Klaudia Olejnik
	2003	Gina Giansante
BBA Directed Studies:	2015	Nikola Peric Joyce X. Tan
	2014	Casey Dai Sara Ruhani
	2012	Kyle Cameron
	2010	Taje Dhatt; James Larmour
	2005	Cyn Wong (Psychology)
	2004	Lisianne Persaud; Melissa Gottlieb; Naomi Shamash
	2003	Marilyn Bromberg; Cathy Boragina; Angela Torelli; Liliana Pasquarelli; Mari Nakamori
Undergraduate Psychology		
	2014	Camellia Bryan

SERVICE

Schulich Community

Area Co-ordinator, ORGS, May 2012 – present

Co-founder and Co-coordinator, (with Kelley Main, Mary Waller & Peter Darke)
Management and Marketing Research Program / Lab, 2004 – present

Co-founder and Co-coordinator, Pan-Schulich Research Form (with Moshe
Farjoun), 2008-2010

ORGS PhD Coordinator, 2003-2004; 2007-2009; 2011-2012

Schulich PhD Committee representative, 2007-2009; 2011-2012

Student Affairs Committee, 2002-2006; 2010-2011

Coordinator, ORGS speakers series, 2006 – 2007

York University Community

External examiner on PhD theses defense:

Nikki Mann	Psychology	2012
Angus Duff	Atkinson	2012
Zdravko Marjanovic	Psychology	2010
Alexander Santelli	Psychology	2009

External examiner on Masters theses defense:

Regis Caprara	Psychology	2015
Corey Lipman	Psychology	2013
Careen Khoury	Psychology	2009
Angela Lane	Psychology	2008
Zarsheesh Divecha	Psychology	2007
Janine Lasalata	Psychology	2007

External examiner on Masters theses defense (cont'd):

Pam Stokes	Psychology	2007
Zdravko Marjanovic	Psychology	2007
Aubrey Litvack	Psychology	2006
Curtis Phills	Psychology	2006
Yvonne Lai	Psychology	2005
Alex Santelli	Psychology	2005
Benjamin Giguere	Psychology	2004

York Knowledge Mobilization guest speaker at community outreach meeting with the York Region business community

Academic Community

External member PhD thesis

Lukas Neville	Business	Queen's University	2012
Sue Moon	Business	University of Toronto	2011

Professional Community

Associate Editor, Social Justice Research, 2016 – present

Nominated for Representative-at-large, Conflict Management Division, Academy of Management (2007)

Professional Affiliations, past and present: Academy of Management; American Psychological Association; Society for Industrial and Organizational Psychology; International Association of Conflict Management; International Society for Justice Research

Guest Editor, Special Issue: Journal of Business Ethics (2014).

Guest Editor, Special Issue: Human Relations (2013).

Outstanding Reviewer Status – Organizational Behavior and Human Decision Processes (2015).

Ad-hoc reviewer, journals: Academy of Management Journal; Journal of Business Ethics; Journal of Conflict Resolution; Journal of Experimental Social Psychology; Journal of Management; Management and Organization Review; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Research in Social Issues in Management

Ad-hoc Reviewer, conferences: Academy of Management Conference; International Association of Conflict Management; Social Psychological and Personality Science