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Education

- Ph.D.** University of Arizona, Eller College of Management, Department of Management and Organizations, 2020
- M.B.A.** University of Texas at Austin, McCombs School of Business, 2011
- B.S.** Mechanical Engineering, Brigham Young University, 2002

Academic Positions

- 2020 – Present **Assistant Professor**, Organizational Behavior and Human Resources Division, Sauder School of Business, University of British Columbia

Research Interests

My research focuses on how leader impression management influences both leadership perceptions as well as the attitudes and behaviors of followers. One stream of this research investigates how stereotypes affect leader evaluations, and another stream looks at how different social images influence follower behavior. A secondary research interest includes understanding the influence of interpersonal behavior on employee well-being.

Refereed Publications

- Motro, D, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. (2022) Race and reactions to women's expressions of anger at work: Examining the effects of the 'angry Black woman' stereotype. *Journal of Applied Psychology*, 107, 142-152.
- Chawla, N., Gabriel, A.S., Rosen, C., **Evans, J.B.**, Koopman, J., Hochwarter, W.A., Palmer, J., & Jordan, S. (2021) A person-centered view of impression management, inauthenticity, and employee behavior. *Personnel Psychology*, 74, 657-691.
- Evans, J.B.**, Slaughter J.E., Ellis, A.P.J., & Rivin, J.M. (2019) Gender and the evaluation of humor at work. *Journal of Applied Psychology*, 104, 1077-1087.

Media coverage by Washington Post, Forbes, Financial Times, The Daily Mail, KVOA-TV, The Seattle Times, The Ellen DeGeneres Show

Additional Publications

Motro, D, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. (2022) The “angry Black woman” stereotype at work. *Harvard Business Review*, <https://hbr.org/2022/01/the-angry-black-woman-stereotype-at-work>.

Evans, J.B., Slaughter J.E., Ellis, A.P.J., & Rivin, J.M. (2019) Making jokes during a presentation helps men but hurts women. *Harvard Business Review*, <https://hbr.org/2019/03/making-jokes-during-a-presentation-helps-men-but-hurts-women>.

Slaughter, J.E., & **Evans, J.B.** (2017). Organizational image and reputation. In R. W. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

Manuscripts Under Review

Evans, J.B., & Slaughter, J.E. [Title redacted to protect blind review process] *Journal of Business Ethics*

Evans, J.B., & Schilke, O. (reject-and-resubmit) [Title redacted to protect blind review process] *Organization Science*

Selected Works in Progress

Evans, J.B., Slaughter, J.E., & Ganster, M. *Ratcheting up or pulling back? A daily investigation of exposure to incivility and enacted counterproductive work behavior*

- Second study design in progress
- Target journal: *Journal of Applied Psychology*

Evans, J.B., Slaughter, J.E., & Yu, S.J. *Curiosity led the cat: The impact of leader curiosity and gender on team performance*

- Qualitative data analysis in progress
- Target journal: *Academy of Management Journal*

Evans, J.B., Spoelma, T., & Huang, B. *When leaders forgive: Is forgiveness always divine?*

- Two studies completed; manuscript in progress
- Target journal: *Journal of Applied Psychology*

Huang, B. & **Evans, J.B.** *Confronting and affirming: An examination of effective leader allyship behaviors*

- Two of four studies complete
- Target journal: *Organizational Behavior and Human Decision Processes*

Organizer of Conference Sessions

Evans, J.B., Ganster, M. (Co-chairs). *Does Breaking Bad Hurt? Intrapersonal Consequences of Counterproductive Work Behavior*. Presenter symposium at the 2021 Society for Industrial and Organizational Psychology annual conference.

Hebl, M., Fleming, A.C., & **Evans, J.B.** (Co-chairs). *Overlooked differences in women's experiences in the workplace*. Presenter symposium at the 2019 Society for Industrial and Organizational Psychology annual conference, Washington, D.C.

Evans, J.B., Chawla, N., & Gabriel, A.S. (Co-chairs). *Expanding the social context surrounding impression management at work*. Presenter symposium at the 2018 Annual Proceedings of the Academy of Management, Chicago, IL.

Conference Presentations

Evans, J.B.*, & Slaughter, J.E. *Leader curiosity displays and team performance: Do female leaders have an advantage?* Poster presentation at Society for Industrial Organizational Psychology annual conference, Seattle, WA, April 2022.

Evans, J.B., Slaughter, J.E., Ganster*, M. *Tossing and Turning: The Intrapersonal Effects of Active and Passive CWB*. Paper presentation at Society for Industrial Organizational Psychology annual conference, April 2021.

Motro, D*, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. *Race and Reactions to Negative Feedback: Examining the Effects of the "Angry Black Woman" Stereotype*. Paper presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA, August 2019.

Evans, J.B.*, Slaughter, J.E., Ellis, A.P.J., & Rivin, J. *Gender and the evaluation of humor at work*. Paper presentation at Society for Industrial Organizational Psychology annual conference, Washington, D.C., April 2019.

Motro, D*, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. *Race and Reactions to Negative Feedback Among Women at Work: Examining the Effects of the "Angry Black Woman" Stereotype*. Paper presentation at the Annual Meeting for the Society of Judgement and Decision Making, New Orleans, LA, November 2018.

Evans, J.B.*, Chawla, N., Gabriel, A.S., Koopman, J., Hochwarter, W., & Arnold, J. *Exploring the Structure of Impression Management Strategies Within Social*

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Hierarchies. Paper presentation at impression management symposium, Academy of Management, Chicago, IL, August 2018.

Evans, J.B., & Slaughter, J.E. *Validation of an active-passive scale of Counterproductive Work Behavior*. Poster presentation at Society for Industrial Organizational Psychology annual conference, Chicago, IL, April 2018.

Evans, J.B.*, Motro, D., & Kugler, T. *You Don't Want to Lie to Me When I'm Angry: The Effect of Emotion on Detecting Deception in Social Dilemmas*. Presented at International Conference on Social Dilemmas, Hong Kong, June 2015.

Evans, J.B.*, Kugler, T., & Ellis, A.P.J. *Unethical Behavior and the Illusory Transference of Morality*. Poster presentation at Morality, Incentives and Unethical Behavior Conference, San Diego, CA, March 2015.

* Denotes Presenter

Other Professional Experience

2008-2014 Project Engineer, ExxonMobil Development Company, Houston, TX

2002-2008 Officer, Civil Engineer Corps, U.S. Navy

Awarded Grants

2021 University of British Columbia, Sauder School of Business, EDI Research Catalyst Grant: Awarded \$4,000 for “Which Workplace Ally Behaviors are Beneficial? Public versus Private Confrontation and Affirmation Responses to Gender Inequality”

2021 University of British Columbia, Sauder School of Business, Hampton Fund Research Grant: Awarded \$10,000 for “The Process and Impact of Leader Curiosity Displays”

2021 University of British Columbia, Sauder School of Business, Exploratory Research Grant: Awarded \$7,800 for “Is Forgiveness Always Divine? The Positive and Negative Consequences of Leader Forgiveness”

2019 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$2,980 for “Intrapersonal Consequences of CWB”

2018 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$7,280 for “Transparency in Prosocial Influence Attempts” and “Power Framing and Exploration-Exploitation”

- 2018 University of Arizona, Graduate & Profession Student Council Research Grant: Awarded \$900 for “Power Framing and Exploration-Exploitation”
- 2017 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$5,280 for “Impression Management Profiles” and \$2,000 for “Gender and Humor Expressions,”
- 2017 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$1,920 for “Active-Passive CWB”
- 2016 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$4,800 for “Power Framing and Trust,” \$2,400 for “Gender and Leadership,” and \$765 for “Active-Passive CWB”
- 2016 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$1,350 for “Gender and Moral Licensing” and \$1,145 for “Within-person Variation of OCB and CWB”
- 2015 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$3,500 for “Unethical Behavior and the Illusory Transference of Morality”
- 2014 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$3,100 for “You Don't Want to Lie to Me When I'm Angry: The Influence of Emotion on Detecting Deception in Social Dilemmas”

Honors and Awards

- 2018 Outstanding Graduate Student Teaching Award, \$500
- 2015 Stephen J. Robbins Doctoral Fellowship, \$5,000

Teaching Experience

- APPP 503, Organizational Leadership, RHL Graduate School, University of British Columbia, Spring 2021
- BAHR 505, Leadership, RHL Graduate School, University of British Columbia, Spring 2021
- COMM 321, Organizational Behavior, RHL Graduate School, University of British Columbia, Spring 2021

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COHR 411, Building and Managing Teams, University of British Columbia, Spring 2021

COHR 402, Leadership, University of British Columbia, Spring 2021

COHR 292, Organizational Behavior, University of British Columbia, Spring 2021, Spring 2022

MGMT 310A, Organizational Behavior, University of Arizona, Spring 2020,
Teaching Effectiveness: not assessed due to COVID-19

MGMT 202, Ethical Issues in Business, Online, University of Arizona, Summer 2019, Teaching Effectiveness: 4.5/5.0

MGMT 440, Leadership in a Complex World, University of Arizona, Fall 2017,
Teaching Effectiveness: 4.9/5.0

MGMT 276, Statistical Inference in Management, University of Arizona, Summer 2015, Teaching Effectiveness: 4.8/5.0

Service

Ad-hoc reviewer:

Journal of Experimental Social Psychology
Journal of Applied Psychology
Organization Science

Professional Affiliations

Academy of Management
Society for Industrial and Organizational Psychology