

Marie-Hélène Budworth

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ACADEMIC PREPARATION:

PhD Organizational Behaviour and Human Resource Management

Rotman School of Management, The University of Toronto, **June 2006**

Advisor: Gary P. Latham

Dissertation title: Vertical transfer of training: Can one person make a difference?

Areas of research: Training and development, gender, knowledge sharing.

Masters of Education in Counselling Psychology

Ontario Institute for Studies in Education at the University of Toronto, August 2001

Special Interests: Organizational Psychology, Cognition & Behaviour

Advisor: Solveiga Miezeitis

Thesis: Pressure to succeed and its effect on academic performance.

Honours Bachelor of Science (Biology & Psychology)

McMaster University, April 1998

Graduated Summa Cum Laude

ACADEMIC APPOINTMENTS:

Assistant Professor

July 2005 - present

School of Administrative Studies, York University
Human Resource Management

Instructor

September 2003 – June 2005

Joseph L. Rotman School of Management, University of Toronto.
Organizational Behaviour and Human Resource Management

PUBLICATIONS:

Refereed publications:

Latham, G.P., Budworth, M., Whyte, G., Yanar, B. (in press). Relative-to-me bias: The influence of a managers' own performance appraisal on the evaluation of others. *International Journal of Selection and Assessment*

Yanar, B., Budworth, M., & Latham, G.P. (in press). The effect of training in verbal self guidance on self-efficacy and reemployment of Turkish women. *Applied Psychology: An International Review*.

Budworth, M., Enns, J.R. & Rowbotham, K. (2008). A model of identity and strategic development in dual career couples with children. *Gender in Management: An International Review*, 23, 1754-2413.

Latham, G.P. & Budworth, M. (2006) The effect of training in verbal self guidance on self-efficacy and performance of Native North Americans in the selection interview. *Journal of Vocational Behavior*, 68, 516-523.

Book chapters:

Latham, G.P., & Budworth, M. (2006). The study of employee motivation in the 20th Century. In L. Koppes (Ed.), *The science and practice of industrial-organizational psychology: The first hundred years*, pp. 353-381. Lawrence Erlbaum. Mahwah, NJ.

Latham, G.P. & Budworth, M. (2004). Behavioural observation scales. In J. Ivancevich & W. Lidwell (Eds.), *Guidelines for excellence in management*. Applied Management Sciences: Texas.

Latham, G.P. & Budworth, M. (2004). The situational interview. In J. Ivancevich & W. Lidwell (Eds.), *Guidelines for excellence in management*. Applied Management Sciences: Texas.

Budworth, M. & Latham, G.P. (2003). Diversity research in I/O psychology. In F. Avallone, H. Kepir Sinangil & A. Caetano (Eds.), *Identity and diversity in organizations*. Guerini Studio: Milan.

Practitioner journals:

Budworth, M. (2006). Can training one person improve their group's performance? *HR professional*, March, p.63.

Peer reviewed conference proceedings:

Budworth, M. & Latham, G.P. (2007). Vertical transfer of training: Can one person make a difference? Best paper proceedings, *Academy of Management*, Philadelphia

Budworth, M., & Rowbotham, K. (2007). Modesty, gender, and income: The implications for salary negotiations. Paper published in the proceedings of the *Group Decision and Negotiation Conference*, Mount Tremblant.

Latham, G.P., Budworth, M. & Schepmyer (2002). Career exploration, interview performance and feedback seeking: The effect of training Aboriginal youth in functional self-guidance. Paper published in the proceedings of the *Hawaii International Conference on Social Sciences*.

PROFESSIONAL CONFERENCE PRESENTATIONS (*Full paper peer reviewed):

- Budworth, M. (2008, August). Vertical transfer of training: The role of collective efficacy. Paper accepted for presentation at the annual meeting of the Academy of Management, Anaheim. In symposium, Latham, G.P. (chair), Predicting and enhancing training outcomes.
- *Budworth, M. & Mann, S.L. (2007, August). Modesty, gender, and income: The “feminine” modesty effect and wages of unionized employees. Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- *Budworth, M. & Latham, G.P. (2007, August). Vertical transfer of training: Can one person make a difference? Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- *Budworth, M. & Mann, S. (2007, April). A rotten apple spoils the bunch: The effect of individual counterproductive behaviours on group performance over time. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, New York.
- *Budworth, M. & Rowbotham, K. (2007, May). Modesty, gender, and income: The implications for salary negotiations. Paper presented at the annual meeting of Group Decision Making and Negotiations, Mont Tremblant.
- Budworth, M. (2007, June). Chair Mentoring PhD students: Preparing graduate students for careers in the academy. Conversation hour presented at the annual meeting of the Canadian Psychological Association, Ottawa.
- Latham, G.P., & Budworth, M. (2007, June). The Effect of Training in Verbal Self-Guidance on the Self-Efficacy and Performance of Native North Americans in the Selection Interview. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa.
- Budworth, M. (2006, June). I/O psychology applied to emergency management training. Paper presented at the annual meeting of the Canadian Psychological Association, Calgary.
- *Budworth, M. (2006, August). Vertical transfer of training: Can one person make a difference? Paper presented at the annual meeting of the Academy of Management, Atlanta.
- *Budworth, M. & Latham, G. (2006, August). The effect of training in verbal self guidance on self-efficacy and performance of Native North Americans in the selection interview. Paper presented at the annual meeting of the Academy of Management, Atlanta.
- Budworth, M. (2005, June). Conducting field research in remote communities: Five lessons learned. In Budworth, M. (Chair), *Secrets to conducting successful field research*. Symposium presented at the annual meeting of the Canadian Psychological Association, Montreal. (*other presenters: Natalie Allen, Jack Duffy, Rick Hackett, Gary Latham)

- Budworth, M. (2005, June). *The impact of hidden profiles in group decision-making among diverse group members*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal.
- *Latham, G.P. & Budworth, M. (2005, April). *Anchoring the subsequent appraisal of others on one's own performance appraisal*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Los Angeles, California.
- *Mann, S.L. & Budworth, M. (2005, April). *Self and peer rater agreement of counterproductive performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Los Angeles, California.
- Budworth, M., Mann, S.L. & Enns, J.R. (2004, May). *Explaining Canadian legal decisions involving performance appraisals*. Paper presented at the annual meeting of the Canadian Psychological Association, St. John's, Newfoundland.
- Budworth, M., Latham, G.P. & Schepmyer, H. (2003, May). Diversity Ignorance in I/O Psychology. In G.P. Latham (Chair), *Diversity in Industrial/Organizational Psychology: A study of historical and current trends*. Symposium presented at the 11th European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Schepmyer, H., Latham, G.P. & Budworth, M. (2003, May). Training Aboriginal Canadians in career exploration skills. In G.P. Latham (Chair), *Diversity in Industrial/Organizational Psychology: A study of historical and current trends*. Symposium presented at the 11th European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Schepmyer, H., Budworth, G.P. & Latham, G.P. (2003, June). *Difficulties in building community capacity among aboriginal populations: Exploring the roles of human resource management*. Paper presented at the 7th Conference on International Human Resource Management, Limerick, Ireland.
- Rowbotham, K., Budworth, M. & Enns, J.R. (2003, June). *The role of perspective taking in performance appraisals*. Paper presented at the annual meeting of the Canadian Psychological Association, Hamilton, Canada.
- Budworth, M., Enns, J.R. & Rowbotham, K. (2003, June). *A model of identity and strategic development in dual career couples with children*. Paper presented at the 3rd International Gender, Work and Organisation Conference, Keele, Great Britain.
- Budworth, M. (Chair) (2002, April). *The interdisciplinary study of careers*. Symposium at the Hawaii International Conference on Social Sciences, Honolulu.
- Latham, G.P., Budworth, M. & Schepmyer, H. (2002, April). *Career exploration, interview performance and feedback-seeking in a performance appraisal: The effect of training Aboriginal youth in functional self-guidance*. Paper presented at the Hawaii International Conference on Social Sciences, Honolulu.

MANUSCRIPTS UNDER REVIEW:

Budworth, M. & Latham, G.P. Vertical transfer of training: Can one person make a difference?
(under second review at the *Journal of Applied Psychology*)

Budworth, M. & Mann, S. Modesty versus self-promotion: A double edged sword for women in
management. (under first review at *Journal of Management Development*)

Mann, S & Budworth, M. Ratings of counterproductive performance: The effect of rating source
(under first review at *Human Performance*)

McKenna, S., Ducharme, M., & Budworth, M. What happens on tour, stays on tour: Teams on
short-term international assignment. (under first review at *Cross Cultural Management*)

MANUSCRIPTS IN PREPARATION:

Budworth, M. The effect of individual self-efficacy on collective efficacy of a workgroup.

Budworth, M. Vertical transfer of training: Lessons learned from social psychology.

Budworth, M. & Mann, S. A rotten apple spoils the bunch: The effect of individual
counterproductive behaviours on group performance over time.

Budworth, M., Mann, S.M., & Rowbotham, K. Modesty, gender, and income: The “feminine”
modesty effect and wage negotiations.

Ducharme, M. & Budworth, M. Executive coaching: Efficacy and effectiveness.

GRADUATE STUDENT SUPERVISION:

Sternberg, Orli (2006). Master’s research paper. *Training and development: The application of
scientific research in practice.*

Zhang, Jing (2006). Master’s research paper. *Bridging the gap in support for Mainland
Chinese-owned businesses: The case of Toronto.*

Ankomah, Sitta (2007). *Mentoring experiences of African American women: A literary
autobiographical approach.*

Sookhai, Fiona (2008). *Supervisor training to enhance transfer climate.*

TEACHING and COURSE DEVELOPMENT:

Negotiations for Human Resource Managers (ADMS 4490)

- New course development; introduced fall 2006

Working with teams (ADMS 4495)

- New course development, introduction in fall 2007

Human Resource Management Internships

- New program development, and student supervision January 2007 - present

Leadership and Managerial Skills

- Revised to include an experiential education (Community Service Learning) component

Introduction to Human Resource Management

Introduction to Organizational Behaviour

GRANTS

Social Science and Humanities Research Council

\$47,100

Vertical transfer of training: Can one person make a difference?

2007-2010

SCHOLARSHIPS and DISTINCTIONS:

- Best paper proceedings, Academy of Management, August 2007
- Junior Faculty Fund Grant (\$750), Faculty of Atkinson, York University (2007)
- Atkinson Minor Research Grant (\$1600), Faculty of Atkinson, York University (2007)
- Junior Faculty Fund Grant (\$1000), Faculty of Atkinson, York University (2006)
- Excellence in Teaching Award, Joseph L. Rotman School of Management, University of Toronto (2005)
- Fellowship, Joseph, L. Rotman School of Management, University of Toronto (09/2001-2005)
- Tuition Scholarship, Joseph L. Rotman School of Management, University of Toronto (09/2001 - 2005)
- Teaching Award, Joseph L. Rotman School of Management, University of Toronto (Fall, 2004).
- Academic scholarship, Ontario Institute for Studies in Education, University of Toronto, (09/2000)
- Academic scholarship, Ontario Institute for Studies in Education, University of Toronto, (09/1999)
- President's Award for Excellence in Leadership, McMaster University (04/1998)
- McMaster Merit Award, McMaster University (09/1994)
- Canada Scholar, Canadian Federal Government Merit scholarship (09/1994-1998)

PROFESSIONAL MEMBERSHIPS:

Academy of Management - Organizational Behaviour and Human Resource Divisions
American Psychological Association

Canadian Psychological Association
Canadian Society for Industrial and Organizational Psychology
European Group for Organizational Studies
Organizational Behavior Teaching Society
Society of Industrial and Organizational Psychology

UNIVERSITY SERVICE:

Tenure and promotion file preparation committee (Irene Lu 2008)
Tenure and promotion file preparation committee (MJ Ducharme 2007)
Human Resource Management undergraduate internship coordinator (2006-present)
Human Resource Management Hiring Committee, Chair (2006-2007)
Communications representative, HR department (2006-present)

- Developed area website

Atkinson designated member on the Senate Committee On Research (2006-2009)
Atkinson committee on teaching and learning, member (2006-2009), Chair 2007

- Developed faculty teaching handbook

Master of Human Resource Management Committee (2005-present)
Master of Human Resource Management Ethics Committee (2005-present)
Electoral officer, Graduate program Director Search (2006)
Ontario University Fair, faculty representative (2005)
Human Resource Management Hiring Committee, member (2005-2006 cycle)

PROFESSIONAL SERVICE:

Ad hoc reviewer *Journal of Vocational Behavior*
Academy of Management Conference
Annual Meeting of the Society of Industrial and Organizational Psychologists

Guest co-editor *Canadian Journal of Behavioural Science*
Special issue entitled: New directions in the behavioural sciences

MEDIA Mentions:

Galt, V. (2007, August 3). Nice guys do get ahead but nice gals finish last. (review of Modesty, gender, and income: The “feminine” modesty effect and wages of unionized employees.) *The Globe and Mail*, p. C1.

Schachter, H. (2006, January 30). Monday morning manager. (review of research entitled: Vertical transfer of training: Can one person make a difference?) *The Globe and Mail*, p. B2.

ABC, NBC local news. Nice girls finish last. (review of Modesty, gender, and income: The “feminine” modesty effect and wages of unionized employees.) Viewing circulation 40-50 million.

Flare magazine (2007, November). (review of Modesty, gender, and income: The “feminine” modesty effect and wages of unionized employees.)

COMMUNITY SERVICE:

Pat Schulz not for profit child care centre

Board of Directors, Chair (2007-present)

Board of Directors, secretary (2005-2006)

Personnel Committee, Chair (2005-2007)