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Education

- 2006** **University of Michigan, Ann Arbor, MI**
Ph.D. in Organizational Psychology
- 2002** **University of Michigan, Ann Arbor, MI**
M.A. in Organizational Psychology
- 2000** **University of Western Ontario, London, Ontario**
Bachelor of Science in Psychology

Professional Employment

***On Maternity leave December 2012-December 2013 & June 2014-June 2015**

- 2012-Present** **Queen's University, Kingston, Ontario**
Associate Professor, School of Policy Studies and School of Business (courtesy cross-appointment)
- 2006-2012** **Queen's University, Kingston, Ontario**
Assistant Professor, School of Policy Studies and School of Business (courtesy cross-appointment)
- 2000-2006** **University of Michigan, Ann Arbor, MI**
Graduate Student Instructor, Department of Psychology

Publications

- Lilius, J. M. (2012). Recovery at work: Understanding the restorative side of “depleting” client interactions. *Academy of Management Review*, 37(4), 569–588.
- Lilius, J. M., Worline, M. C., Dutton, J. E., Kanov, J., & Maitlis, S. (2011). Understanding compassion capability. *Human Relations*, 64, 873-899.
- Lilius, J. M., Kanov, J., Dutton, J. E., Worline, M. C., & Maitlis, S. (2011). Compassion revealed: What we know about compassion at work (and where we need to know more). In K. Cameron & G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*, pp. 273-287. Oxford University Press.
- Lilius, J. M., Worline, M. C., Dutton, J. E., Kanov, J., Frost, P. J., & Maitlis, S. (2008). The contours and consequences of compassion at work. *Journal of Organizational Behavior*, 29, 193-218.

- Dutton, J., Lilius, J. M. & Kanov, J. M. (2007). The transformative potential of compassion at work. In D. Cooperrider, R. Fry and S. Piderit, (Eds.), *New Designs for Transformative Cooperation*, pp. 107-126. Palo Alto, CA: Stanford University Press.
- Dutton, J. E., Worline, M.C., Frost, P. J., & Lilius, J. M. (2006). Explaining compassion organizing. *Administrative Science Quarterly*, 51, 59-96.
- Frost, P. J., Dutton, J. E., Maitlis, S., Lilius, J., Kanov, J., & Worline, M. C. (2006). Seeing organizations differently: Three lenses on compassion In C. Hardy, S. Clegg, T. Lawrence, and W. Nord (Eds.), *Handbook of Organizational Studies, 2nd Edition*, pp. 843-866. London: Sage Publications.
- Kanov, J. M., Maitlis, S., Worline, M. C., Dutton, J. E., Frost, P. J., & Lilius, J. M. (2004). Compassion in organizational life. *American Behavioral Scientist*, 47, 808-827.
- Dutton, J. E., Frost, P. J., Worline, M., Lilius, J. M., & Kanov, J. (2002). Leading in trying times. *Harvard Business Review*, January, 54-65. Reprinted in *Harvard Business Review on Building Personal and Organizational Resilience*. Boston: Harvard Business School Press.

Peer-Reviewed Conference Activities

Symposia Organized/Presented

- A compassion research incubator: Emerging perspectives on the scholarship and practice of compassion. (co-organized with Jason Kanov). All-Academy Theme symposium organized for the 2010 National Meeting of the Academy of Management, Montreal, QC.
- Compassion in organizations and compassionate questions in organizational scholarship (organized by Andre Avramchuk). Symposium presented at the Annual Meeting of the Academy of Management, Chicago, IL.
*Winner of the Global Forum Best Symposium award (award sponsored by the Management Education and Development division and Manchester Business School, University of Manchester, England)
- The space between: A relational approach to understanding quality of care (co-organized with Karen Golden-Biddle). Symposium organized for the 2005 Annual Meeting of the Academy of Management, Honolulu, HI.

Papers Presented

- Worline, M. C., Lilius, J. M., Dutton, J. E., Kanov, J. M., Maitlis, S., & Frost, P. J. (2009). The sustainable expression of compassion at work: A practice lens on emotion-based collective capabilities in low-wage work. Presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Lilius, J. M., & Fisk, G. (2009). Do you feel what I feel? A comparison of self versus subordinate ratings of supervisor compassion. Presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Hawes, E., & Lilius, J. M. (2008). An examination of the nature of employee ethical decision-making. Presented at the 2008 Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Lilius, J. M. (2007). The division of emotional labor: Balancing attachment and well-being in human service work. Presented at the Congress of the European Association for Work and Organizational Psychology, Stockholm, Sweden.

Lilius, J. M. (2005). How co-worker support builds high-quality dementia care. Presented at the National Meeting of the Academy of Management, Honolulu, HI.

Lilius, J. M., & MacKenzie, M. J. (2004). Equity sensitivity and helping behavior in the workplace. Presented at the Annual Meetings of the American Psychological Association, Honolulu, HI.

Lilius, J. M., Worline, M. C., Dutton, J. E., Kanov, J. M., Frost, P. J., & Maitlis, S. (2003). What good is compassion at work? Presented at the National Meeting of the Academy of Management, Seattle, WA.

MacKenzie, M. J., & Lilius, J. M. (2003). Equity sensitivity and a theory of helping. Presented at the Annual Meeting of the American Psychological Society, Toronto, Canada.

Lilius, J. M., & MacKenzie, M. J. (2003). Toward a theory of helping. Presented at the Annual Meeting of the Society for Social Work and Research, Washington, DC.

Worline, M. C., Dutton, J. E., Frost, P. J., Lilius, J. M., Kanov, J. M., & Maitlis, S. (2003). Making the ordinary extraordinary: Fostering resilience through everyday organizational practices. Presented at the National Meeting of the Academy of Management, Denver, CO.

Sessions Chaired

Emotions and Employee Behavior. Session chaired at the 2007 Congress of the European Association for Work and Organizational Psychology, Stockholm, Sweden.

Leadership and Social Networks. Session chaired at the 2007 National Meeting of the Academy of Management, Philadelphia, PA.

Relating in the Workplace: Personal attachments and their impact. Session chaired at the 2006 National Meeting of the Academy of Management, Atlanta, GA.

Invited Presentations

Lilius, J. M. (2011). Can't wait for the day to end? The role of within-workday restorative client interactions for caregiver effectiveness, well-being, and burnout. Presented at the Annual May Meaning Meeting, Sundance, Utah.

Lilius, J. M. (2010). Compassion in the workplace. Presented at the Saint-Boniface Hospital Ethics Grand Rounds, Winnipeg, MB.

- Lilius, J. M. (2009, 2010, 2011). Compassion in the workplace: The heart of healthcare. Presented at the Wylie Health Leader's Institute, Toronto, ON.
- Lilius, J. M. (2010). Sequencing depleting and replenishing client interactions: Workday design for sustainable caregiving. Presented for the Boston University School of Management External Distinguished Speaker Series, Boston, MA.
- Lilius, J. M. (2008). Compassion in the workplace: How organizations can respond to employee grief, and why it matters. Presented at the Municipal Health and Safety Association Annual Conference, Toronto, ON.
- Lilius, J. M. (2007). The division of emotional labor: Balancing attachment and well-being in human service work. Presented at the Annual May Meaning Meeting, Yale University, New Haven, CT.
- Lilius, J. M. (2006). The division of emotional labor: Co-worker relationships and unit resilience in human service organizations. Paper presented at the 2006 Bi-Annual Conference on Positive Organizational Scholarship, Ann Arbor, MI.
- Lilius, J. M. (2005). How co-worker support influences quality of care. Presented at the Annual May Meaning Meeting, Washington University, St. Louis, MO (2005).

Grants Received

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| 2010 | Social Science and Humanities Research Council Standard Research Grant
<i>(\$57,188)</i> |
| 2008 | Queen's University Principal's Development Fund <i>(\$4200)</i> |
| 2006 | Queen's University Research Initiation Grant <i>(\$19500)</i> |
| 2005 | University of Michigan Rackham Research Grant
<i>Competitive university-wide funding to support dissertation research (\$2500)</i> |
| 2005 | IRWG Boyd/Williams Sisters Fund
<i>One annual grant awarded to a University of Michigan doctoral student for dissertation research (\$1500)</i> |
| 2005 | University of Michigan Psychology Dissertation Thesis Grant
<i>Competitive departmental funding to support Psychology dissertation research (\$500)</i> |
| 2005 | University of Michigan Institute for Research on Women and Gender Research Grant
<i>Competitive University of Michigan award for student research (\$500)</i> |
| 2004 | Blue Cross Blue Shield of Michigan Foundation Student Research Grant
<i>One of 20 state-wide grants awarded to support outstanding student research aligned with the BCBS mission (\$3000)</i> |

2003 **Rackham Spring/Summer Research Grant**
Support for joint faculty/student manuscript development during Spring/Summer term (\$4000)

Honours and Awards

2005 **Hough Summer Research Fellowship**
One annual research grant to support work pertaining to Psychology and ethics (\$1000)

2004 **Howard and Judith Sims Medal**
University of Michigan award for an outstanding graduate student paper looking at the interaction between home and workplace (\$5000)

2004 **Pillsbury Graduate Research Award**
University of Michigan award to support research expenses of advanced graduate students (\$800)

2003 **Doctoral Consortium Fellow, Academy of Management (OB/ODC/OMT)**

2002 **International Positive Psychology Summit Fellow**
Invitation and grant awarded for travel to the International Positive Psychology Summit in Washington, DC (\$1000)

2000-2006 **University of Michigan Graduate Fellowship**
Tuition coverage and stipend throughout doctoral studies

Teaching and Related Experience

2006-2011 **Health Care Management (MPA 837)**
School of Policy Studies, Queen's University

2006-2011 **Organization Theory and Design (MIR 850)**
School of Policy Studies, Queen's University

2009-2011 **Policy Pro Bono (MPA 896)**
School of Policy Studies, Queen's University

2011 **Managing Professional Relationships (MIR 851)**
School of Policy Studies, Queen's University

2008-2011 **Comprehensive Exam Committee**
School of Business, Queen's University

2007 **Organizational Behaviour (MGMT 850 – PhD Seminar)**
School of Business, Queen's University

2007 **Qualitative Research Methods module (MIR 897)**
School of Policy Studies, Queen's University

2001-2004 **Introduction to Organizational Psychology**
Department of Psychology, University of Michigan

2000-2004 **MBA Course Grader**

- Negotiations
- Organizational Behavior
- Organizational Change

Research Supervision

Doctoral Dissertation Committees

2011-present Committee Member, Ingrid Chadwick, Doctoral Dissertation, Queen’s University School of Business

2011-present Committee Member, Angela Dionisi, Doctoral Dissertation, Queen’s University School of Business

2011-present Committee Member, Allison Byrne, Doctoral Dissertation, Queen’s University School of Business

2009-present Committee Member, Jeff Wylie, Doctoral Dissertation, Queen’s University School of Business

2009 Committee Member (External), Warren Nilsson, Doctoral Dissertation, McGill University Faculty of Management

2009-10 Committee Member, Crystal Lee Glass, Doctoral Dissertation, Queen’s University Department of Rehabilitation Therapy

2008-09 Committee Member, Elaine Boucher, Doctoral Dissertation, Queen’s University Department of Psychology

2007-10 Committee Member, Sean Tucker, Doctoral Dissertation, Queen’s University School of Business

2007 Committee Member, David Ramsden, Doctoral Dissertation, Queen’s University School of Business

Queen’s School of Policy Studies Master’s Research Project Supervision

2010-11 Roberta Maclean, Master of Public Administration

2008-09 Jordan Alderman, Master of Industrial Relations

2008-09 Patrick Corney, Master of Industrial Relations

2008-09 Kamary da Silva, Master of Industrial Relations

2008-09 Katrina Kelly, Master of Industrial Relations

2008-09 Annelise Otten, Master of Industrial Relations

2007-08 Erin Hawes, Master of Industrial Relations

2007-08 Stacey Airhart, Master of Industrial Relations,

2007-08 Kyra Albion, Master of Industrial Relations

2007-08 Elizabeth Duncan, Master of Industrial Relations

2007-08 Stephanie Floras, Master of Industrial Relations

2007-08 Ashley Hogg, Master of Industrial Relations

2006-07 Erin Hawes, Master of Industrial Relations,

2006-07 Adrienne Leung, Master of Industrial Relations

2006-07 Alex Pattillo, Master of Industrial Relations

2006-07 Chelsey Samborski, Master of Industrial Relations

2006-07 Dezi Singh, Master of Industrial Relations

Second Reader for Master's Research Projects

- Served as an anonymous second reader for 16 Master's Research Projects.

Professional Service

i) Departmental Contributions

2009-present Faculty Advisor for MPA Student Groups (School of Policy Studies)

2009-present Coordinator, Health Policy Concentration (School of Policy Studies)

2006-present Visitor's Committee (School of Policy Studies)

2006-2009 Policy Pro Bono Committee (School of Policy Studies)

2007, 2010 Renewal, Tenure, and Promotion Committee (School of Policy Studies)

2009-2010 Joint Renewal, Tenure, and Promotion Committee (School of Policy Studies-Department of Geography)

2006 MIR Admissions Committee (School of Policy Studies)

ii) Contributions to Queen's University

2011-present	Advisory Committee Lead for the Queen's Sinclair Lectureship in Health Policy
2008	Internal Academic Review Committee, Department of Chemistry
2009-2010	Dean of the School of Graduate Studies Search Committee for Director, School of Policy Studies

iii) Contributions to the Professional Community

2010	Professional Development Workshop on Compassion to the Catholic Health Corporation, Centre de Sante, Winnipeg, MB
2009- Present	Kingston General Hospital Governor's Advisory Council
2009-2010	Research and Education Subcommittee of the Kingston General Hospital Governor's Advisory Council
2009 - Present	Annual Contributor to the Dorothy Wylie Health Leader Institute
2006-2009	Faculty Advisor, Policy Pro Bono Volunteer Program
2008	Presentation to the Municipal Health and Safety Association
2007-2009	Coach, Kidsfest Running and Reading Program

iv) Contributions to the Field

Editorial Boards

- Academy of Management Review

Journal Reviewer

- Academy of Management Review
- American Behavioral Scientist
- Business Ethics Quarterly
- Human Relations
- Journal of Management
- Journal of Management Inquiry

Conference Reviewer

- Organizational Behavior Division, Organizational Development and Change Division, and Organization Management and Theory Division of the Academy of Management