

DEBRA GILIN, Ph.D.
Curriculum Vita

Department of Psychology
& CN Centre for Occupational Health and Safety
Saint Mary's University
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debra.gilin@smu.ca
(previously published also under Debra Gilin Oore)

EDUCATION

Ph.D. Industrial/ Organizational Psychology
University of Missouri- St. Louis, MO (May 2002).

M.A. Industrial/Organizational Psychology
University of Missouri- St. Louis, MO (May 1999).

B.A. Psychology (Honours Equivalent)
Northern Michigan University- Marquette, MI (May 1996), magna cum laude.

EMPLOYMENT

Graduate Program Coordinator (since 2018; Acting GPC 2017-2018), Department of Psychology, Saint Mary's University.

Professor

Saint Mary's University, Department of Psychology (since 2016).

Courses taught: Research Methods, Advanced Psychological Statistics and Research Methods (graduate), Multivariate Statistics (graduate), Organizational Conflict and Negotiation (graduate), Industrial/ Organizational Psychology, and Organizational Development.

Associate Professor

Saint Mary's University, Department of Psychology (2008 –2016).

Courses taught: Research Methods, Multivariate Statistics (graduate), Organizational Conflict and Negotiation (graduate), Industrial/ Organizational Psychology, and Organizational Development.

Assistant Professor

Saint Mary's University, Department of Psychology (2003 –2008).

Analytic Consultant

Waterman Research Solutions (2002 – 2003).

Consultant on psychological research methods, psychometric issues, and the design and implementation of multivariate analyses.

Senior Research Associate

Evaluation, Management, and Training Associates (1999 –2002).

Research coordinator and data analyst for the Starting Early Starting Smart National Data Coordinating Center. Manager of the data coordination team, member of the statistical analysis design team, author of analytic reports.

PUBLICATIONS (student co-author names are underlined)

Forthcoming Contribution

Lee-Baggley, D., Bakour, H., Howatt, B., Gilin, D. Development and validation of the Belonging at Work Scale: Association with mistreatment and leaves. Revision under review, *PLOS One*.

Published Contributions

Anderson, G., & Gilin, D. (2025). Examining the empathy profiles and work outcomes of trauma workers. *Journal of Career Assessment*, 33(4), 739 - 759.

Anderson, G., & Gilin, D. (2024). Examining the motivational profiles and work outcomes of nonprofit workers and volunteers. *Current Psychology*, 43, 33077 – 33088.

Gilin, D., Anderson, G., Etezad, S., Lee-Baggley, D., Cooper, A., & Preston, R. (2023). Impact of a wellness leadership intervention on the empathy, burnout, and resting heart rate of medical faculty. *Mayo Clinic Proceedings: Innovation, Quality, and Outcomes*, 7(6), 545-555. [https://www.mcpiqjournal.org/article/S2542-4548\(23\)00063-2/fulltext](https://www.mcpiqjournal.org/article/S2542-4548(23)00063-2/fulltext)

Blazer, M., Chung-Yan, G., & Gilin, D. (2023). Sink or swim: Developing an alternative measure of employee socialization. *Employee Responsibilities and Rights Journal*, June 2023 (open access online). <https://rdcu.be/deeMx>

Cook, R., & Gilin, D. (2023). Concurrent experiences of work engagement and workaholism: A factor-level profile analysis. *Personality and Individual Differences*, 202, 112000. <https://doi.org/10.1016/j.paid.2022.112000>

Gilin Oore, D., & Dolan, N. (2017). Workplace conflict resolution interventions. Book chapter in C. Cooper & M. Leiter (Eds.) *Routledge Companion to Wellbeing at Work*. Abingdon, UK: Taylor & Francis.

Ginsburg, L., & Gilin Oore, D. (2016). Patient safety climate strength: A concept that requires more attention. *BMJ Quality and Safety*, 25: 680 – 687.

- Gilin Oore, D., & Leiter, M.P., & LeBlanc, D. (2015). Individual and organizational factors promoting successful responses to workplace conflict. *Canadian Psychology*, 56(3), 301-310.
- Gilin Oore, D., Gagnon, A., & Bourgeois, D. (2013). When White feels right: The effects of in-group identification and race of partner on negotiation performance. *Negotiation and Conflict Management Research*, 6, 94-113.
- Gilin, D., Maddux, W.W., Carpenter, J., & Galinsky, A. (2013). When to use your head, and when to use your heart: The differential value of perspective-taking versus empathy in competitive interactions. *Personality and Social Psychology Bulletin*, 29, 3 - 16.
- Leiter, M.P., Day, A., Gilin Oore, D., & Laschinger, H.K.S. (2012). Getting better and staying better: Assessing civility, incivility, distress, and job attitudes one year after a civility intervention. *Journal of Occupational Health Psychology*, 17(4), 425 - 434.
- Laschinger, H.K.S., Leiter, M.P., Day, A., Gilin Oore, D., & MacKinnon, S.P. (2012). Building empowering work environments that foster civility and organizational trust: Testing an intervention. *Nursing Research*, 61(5), 316 – 325.
- Leiter, M., Laschinger, H. K., Day, A., & Gilin Oore, D. (2011). The impact of civility interventions on workplace social behavior, distress, and attitudes. *Journal of Applied Psychology*, 96(6), 1258-1274.
- Galinsky, A.D., Gilin, D., & Maddux, W. W. (2011). Using both your head and your heart to manage conflict: The role of perspective-taking and empathy in mixed-motive interactions. Book chapter in J.P. Forgas, A.W. Kruglanski, & K.D. Williams (Eds.) *The Psychology of Social Conflict and Aggression*, pp. 103 – 118. New York, NY: Psychology Press.
- Gilin Oore, D., LeBlanc, D., Day, A., Leiter, M. P., Laschinger, H.K.S., Price, S.L., & Latimer, M. (2010). When respect deteriorates: Incivility as a moderator of the stressor-strain relationship among hospital workers. *Journal of Nursing Management*, 18(8), 878 – 888.
- Ginsburg, L.R., Gilin, D., Tregunno, D., Norton, P.G., Flemons, W.W., & Fleming, M. (2009). Advancing measurement of patient safety culture. *Health Services Research*, 44(1), 205-24.
- Laschinger, H. K., Leiter, M., Day, A., & Gilin, D. (2009). Workplace empowerment, incivility, and burnout: Impact on staff nurse recruitment and retention outcomes. *Journal of Nursing Management*, 17(3), 302-311.

Latimer, M.A., Johnston, C.J., Ritchie, J.A., Clarke, S.P., & Gilin, D. (2009). Factors affecting delivery of evidence-based procedural pain care in hospitalized neonates. *Journal of Obstetric, Gynecological, and Neonatal Nursing*, 38, 182-94.

Galinsky, A. D., Maddux, W. W., Gilin, D., & White, J. B. (2008). Why it pays to get inside the head of your opponent: The differential effects of perspective-taking and empathy in strategic interactions. *Psychological Science*, 19(4), 378-384.

Burroughs, T.E., Waterman, B.M., Gilin, D., Adams, D.R., McCollegan, J., & Cira, J. (2005). Do on-site patient satisfaction surveys bias results? *Joint Commission Journal on Quality and Patient Safety*, 31, 158-166.

Burroughs, T.E., Desikan, R., Waterman, B.M., Gilin, D., & McGill, J. (2004). Development and validation of the Diabetes Quality of Life Brief Clinical Inventory. *Diabetes Spectrum*, 17, 41 – 49.

Paese, P. W., & Gilin, D. (2000). When an adversary is caught telling the truth: Reciprocal cooperation versus self-interest in distributive bargaining. *Personality & Social Psychology Bulletin*, 26, 79-90.

Conference Papers and Presentations (student co-author names underlined)

Gilin, D. (2025). Neurodiverse teams: Conflict and creativity. Symposium organizer, Conflict Management track, *Academy of Management*, Copenhagen, Denmark, July 2025.

Hall, M., & Gilin, D. (2025). Alexithymia and the perception of workplace conflict. Paper presentation within the Neurodiverse teams: Conflict and creativity symposium, Copenhagen, Denmark, July 2025.

DiBonaventura, F., Gilin, D., Hagen, A.E.F., Sherry, S., Yakovenko, I., MacKinnon, S., Rodriguez, L., Noguiera-Arjona, R., Stewart, S.H. (October, 2023). A dyadic study of a chained mediational model linking romantic conflict to problematic gambling through each partner's depressive affect and gamblers' coping motives. Presentation at the *Dalhousie Psychiatry Research Day*, Halifax, Canada.

Novitsky, C., Gilin, D., Stewart, S., Yakovenko, I., Mackinnon, S., Rodriguez, L., & Noguiera-Arjona, R. (June, 2023). Dyadic conflict and gambling behaviour in romantic couples. Presentation in Clinical Psychology at the Canadian Psychological Association annual conference, Toronto, Canada.

Stewart, S., Hagen, A., Rodriguez, L., Mackinnon, S., Collins, P., Gilin, D., Noguiera-Arjona, R., Sherry, S., & Yakovenko, I. (June, 2022). How does romantic conflict impact gambling problems? Test of a chained mediational pathway. Presentation at the Alberta Gambling Research Institute.

Gilin, D., Lee-Baggley, D., Fleming, M., & Francis, L. (2022). Efficacy of leadership interventions to mitigate burnout during COVID-19. *Academy of Management*, Seattle, Aug. 2022.

Foote, M., Gilin, D., Manels-Murphy, M., & Novitsky, C. (July, 2022). Healthcare leadership interventions to reduce workplace burnout. Poster presentation at the European Academy for Occupational Health Psychology, Bordeaux, France.

Etezad, S., Gilin, D., Lee-Baggley, D., Preston, R., & Cooper, A. (June, 2022). Wellness Leadership: An intervention to prevent physician burnout post COVID-19 pandemic. Presentation in I/O Psychology at the Canadian Psychological Association annual conference, Calgary, Canada.

Hagen, A.E.F., Rodriguez, L., Sherry, S.B., Noguiera-Arjona, R., Stewart, S., Mackinnon, S., Collins, P., Gilin, D., & Yakovenko, I. (June, 2022). What explains the link of romantic conflict with gambling problems? Testing a serial mediation model. Presentation in Clinical Psychology at the Canadian Psychological Association annual conference, Calgary, Canada.

Novitsky, C., Foote, M., Gilin, D., & Manels-Murphy, M. (June, 2022). Healthcare leadership interventions to reduce workplace burnout. Presentation in I/O Psychology at the Canadian Psychological Association annual conference, Calgary, Canada.

Stewart, S., Hagen, A., Rodriguez, L.M., Mackinnon, S., Collins, P., Gilin, D., Noguiera-Arjona, R., Sherry, S.B., & Yakovenko, I. (June 2022). How does romantic conflict impact gambling problems? Test of a chained mediational pathway. Poster presentation at the Alberta Gambling Research Institute conference in Banff, Canada.

Wang, L., Abdulrazaq, S., Hipel, I., & Gilin, D. (June, 2022). An experimental study on perfectionism, self-compassion, and job burnout. Poster presentation in I/O Psychology at the Canadian Psychological Association annual conference, Calgary, Canada.

Etezad, S., & Gilin, D. (June, 2021). Predisposing, predictive, and protective factors of burnout among COVID-19 front line care workers. Poster presentation in I/O Psychology at the Canadian Psychological Association annual conference, Virtual.

Etezad, S., Anderson, G., Gilin, D., & Hayes, C. (June, 2021). Job burnout and turnover intentions among frontline care workers during COVID-19 pandemic. Poster presentation in I/O Psychology at the Canadian Psychological Association annual conference, Virtual.

Gilin, D., Lee-Baggley, D., Fleming, M., & Francis, L. (June, 2021). Burnout Recovery: Results of a longitudinal leadership and self-care intervention on front line

- workers during COVID-19. Presentation within a symposium on I/O Psychology at the Canadian Psychological Association annual conference, Virtual.
- Keenan, C., Holley McGee, M., Bakour, H., & Gilin, D. (June, 2021). Gender differences in virtual leadership. Poster presentation in I/O Psychology at the Canadian Psychological Association annual conference, Virtual.
- McArthur, J., Bruce, A., Debly, D., & Gilin, D. (June, 2021). “Don’t txt”: The impact of texting on student-professor relationships. Poster presentation at the Canadian Psychological Association annual conference, Virtual.
- Etezad, E., McVarnock, A., Blazer, M., & Gilin, D. (2020, May). Bipolar disorder disclosure and symptom types impact on stigma in the workplace. Poster delivered virtually at the Canadian Psychological Association annual conference, Virtual.
- Faitakis, M.F., Dufour, G. K., & Gilin, D. (2020, July). Does medium Matter? Public perceptions of harassing behaviours. Poster delivered virtually at the Canadian Psychological Association annual conference, Virtual.
- Gilin Oore, D., & Stewart, S. (2017, July). Social anxiety and empowerment in negotiation. Paper presentation at the annual meeting of the International Association for Conflict Management, Berlin, Germany.
- Damp, A., & Gilin Oore, D. (2017, July). Conflict Style Fit: A novel approach to studying conflict management in the workplace. Paper presentation at the annual meeting of the International Association for Conflict Management, Berlin, Germany.
- Atwood, E., & Gilin Oore, D. (2017, June). Caring too much? Empathy profiles predict trauma worker wellbeing outcomes. Paper presentation delivered at the Creating Healthy Organizations conference, Irvine, California.
- Gilin Oore, D., LeBlanc, D., Brownlow, B., & Solarz, B. (2017, June). Workplace Conflict Resolution Programs and Associated Employee Efficacy and Wellbeing. Paper presentation delivered at the June, 2017 Creating Healthy Organizations conference, Irvine, California.
- Solarz, B., Brownlow, B., LeBlanc, D., & Gilin Oore, D. (2017, June). Workplace Conflict Resolution Interventions: A Tale of Two Programs. Discussion session delivered at the June, 2017 Creating Healthy Organizations conference, Irvine, California.
- Gilin Oore, D., Holmvall, C., Harlos, K., Pope, K., LeBlanc, D., Solarz, B., Brownlow, B., Leiter, M., Day, A., & Axelrod, L. (2016, June). Comparison of alternative conflict resolution with formal resolution approaches for employee well-being and efficacy. Paper presentation delivered at the annual meeting of the International Association for Conflict Management, New York, NY.

LeBlanc, D., & Gilin Oore, D., & Axelrod, L. (2014, July). Workplace conflict: Meaning and measurement. Poster presented at the July 2014 conference of the International Association for Conflict Management, Leiden, Netherlands.

Gilin Oore, D., Leiter, M.P., LeBlanc, D., Pope, K., Brownlow, B., & Solarz, B. (2014, June). Building resilience to organizational conflict: Dispositional and organizational factors. Presentation at the June, 2014 meeting of the *Canadian Psychological Association* in Vancouver, British Columbia.

Al-hamdani, M., Gilin Oore, D., & MacAulay, V. (2013, November). Tobacco companies and job seeker attraction: The role of messaging and values. Poster presented at the November, 2013 meeting of the *National Conference on Tobacco or Health*, Ottawa, Ontario.

Laschinger, H.K.S., Leiter, M., Day, A., Gilin Oore, D., MacKinnon, S. (2013, May). Building empowering work environments that foster civility and organizational trust: Testing an intervention. Presentation at the May, 2013 congress of the *European Association for Work and Organizational Psychology*, Münster, Germany.

LeBlanc, D., Gilin Oore, D., Calnan, K., & Solarz, B. (2012, July). Perspective taking, empathy, and relational conflict at work: An investigation among participants in a workplace conflict resolution program. Paper presented at the July, 2012 meeting of the *International Association for Conflict Management* in Stellenbosch, South Africa.

Calnan, K., & Gilin, D. (2012, April). Perspective-taking and empathy as antecedents of task and relational conflict. Poster presented at the April, 2012 meeting of the *European Academy of Occupational Health Psychology*, Zürich, Switzerland.

Leiter, M, Laschinger, H.S., Day, A., & Gilin, D. (2010, August). Rudeness Rationales: Whatever were they thinking? Paper presented at the August, 2010 meeting of the *Academy of Management*, Montreal.

Leiter, M., Laschinger, H. K., Day, A., & Gilin, D. (2009, November). Distinct relationships of incivility with coworker and management trust. Paper presented at the *Work, Stress, and Health* conference in Puerto Rico in November, 2009.

Laschinger, H. K., Leiter, M., Day, A., & Gilin, D. (2009, November). Workplace empowerment and staff nurse work engagement: The mediating role of supervision and coworker incivility. Paper presented at the *Work, Stress, and Health* conference in Puerto Rico in November, 2009.

Gilin, D., Galinsky, A.D., & Maddux, W.W. (2008, August). The value of perspective taking versus empathy in cognitive- and emotion-based conflicts. Paper accepted

for presentation at the August, 2008 meeting of the *Academy of Management* as part of a symposium on “Negotiation through the looking glass: The contrarian effects of good intentions and bad behaviors.”

Gagnon, A. & Gilin, D. (2008, June). Cross-race negotiations: Outcomes and implications. Poster presented at the June, 2008 meeting of the *Canadian Psychological Association*, Halifax, Canada.

Latimer, M.A., Johnston, C.J., Ritchie, J.A., Clarke, S.P., & Gilin, D. (2008). Factors affecting delivery of evidence-based procedural pain care in hospitalized neonates. Poster presented at the August, 2008 *12th World Congress on Pain*, Glasgow, Scotland.

Crown, S., Day, A., Francis, L., & Gilin, D. (2007). The effects of organizational change in the health care setting on employees’ health and well-being. Poster presented at the June, 2007 Canadian Psychological Association in Ottawa, Ontario, Canada.

Gilin, D., Holmval, C. H., & Buelens, M. (2007). Are leaders with stronger interdependent self-construals more fair to their subordinates when making and delivering tough decisions? Paper presented at the May, 2007 European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Latimer, M., Johnston, C.J., Ritchie, J.R., & Gilin, D. (2006). The development and testing of the Pain Knowledge and Use Instrument in neonatal nurses. Presented at the 6th annual International Forum on Pediatric Pain, White Point, N.S., October 2006.

Gilin, D. A., & Tregunno, E. Gender and competitive accuracy (2006). Paper presented at the June, 2006 meeting of the International Association for Conflict Management (IACM) in Montreal, Quebec.

Gilin, D., Vulcano, B., & Fisher, M.L. (2006). Implementing a teaching assistant training programme for promoting student learning. Paper presented at the McGraw-Hill Ryerson 27th National Teaching and Learning Regional Conference, May 2006, at Dalhousie University, Halifax, Nova Scotia.

Gilin, D., & Holmval, C. M. (2005). “Don’t tell anyone, but I really like research methods!”—Curriculum innovations to engage psychology students in math and science. Paper presented at the Association of Atlantic Universities Teaching Showcase, October 2005, at the Nova Scotia Agricultural College in Truro, Nova Scotia, Canada.

Pepin, J., & Gilin, D. (2005). Another battle of the sexes: How personality & gender predict conflict styles in organizational settings. Poster presented at the June, 2005 meeting of the Canadian Psychological Association in Montreal, Quebec.

- Gilin, D., Boyes, F., Mestdagh, S., Humble, K., & Finney, H. (2005). Perspective-taking ability and motivation in conflict: When self-other merging is not key to accuracy. Paper presented at the June, 2005 meeting of the International Association for Conflict Management (IACM) in Seville, Spain.
- MacInnes, J. & Gilin, D. (2005). What *I* think *you* think *I* am going to do next: Perspective-taking and recursive modeling in computer mediated conflict. Paper presented at the June, 2005 meeting of the International Association for Conflict Management (IACM) in Seville, Spain.
- Gilin, D. & Catano, V. (2005). Downsizing and the health of health care workers: Interrelationships among workplace bullying behaviour, work overload, work stress, and health status. Presentation at the June, 2005 meeting of the Canadian Psychological Association in Montreal, Quebec.
- Gilin, D., & Mestdagh, S. (2004). The paradox of perspective-taking ability in conflict and negotiation: Impact of motivational and informational bias. Paper presented at the June, 2004 meeting of the International Association for Conflict Management (IACM) in Pittsburgh, Pennsylvania.
- Gilin, D. (2002). Mediation as persuasion. Dissertation research presented at the June, 2002 meeting of the International Association for Conflict Management (IACM), Park City, Utah.
- Gilin, D., Sale, E., & Rath, S. (2001). Managing inter-organizational conflict in cross-site program evaluation settings. Skill-building workshop presented at the annual meeting of the American Evaluation Association, November 2001, St. Louis, MO.
- Springer, J.F., Gilin, D., Feuer, C., Espiritu, R., Sale, E. (2001). Utilizing Structural Equations Modeling at baseline to guide and refine longitudinal data analysis strategies. Panel presentation at the November, 2001 meeting of the American Evaluation Association, St. Louis, MO.
- Walter, L., Gilin, D., & Stuart, V. (2001). Issues and challenges in service integration: Barriers to access for different racial/ethnic groups. Paper presented at the November, 2001 meeting of the American Evaluation Association, St. Louis, MO.
- Springer, J. F., Espiritu, R., Gilin, D., Nistler, M., Sale, E., Scott, K. (2000). Lessons learned from multiple cross-site program evaluation studies: Quantitative and qualitative outcome analysis. Panel presentation at the November, 2000 meeting of the American Evaluation Association, Honolulu, HI.
- Gilin, D., & Paese, P.W. (2000). Attributional analysis of mediation success: Breaking the cycle of conflict escalation. Master's thesis research presented at the June 2000 annual meeting of the International Association of Conflict Management, St.

Louis, MO.

Paese, P. W., & Gilin, D. (1998). When an adversary is caught telling the truth: Self interest versus cooperation in distributive bargaining. Paper presented at June, 1998 meeting of the International Association of Conflict Management, College Park, MD.

Invited talks

Gilin, D. (June, 2025). One Patient One Record (OPOR) Team Day, Nova Scotia Health.

Gilin, D. (2023-2025). Home Care Network, Health Association Nova Scotia, May 2023 & October 2025.

Gilin, D. (April, 2024). Strategies for identifying and avoiding workplace burnout. Invited address at the *Informed HR Event*, Halifax, Nova Scotia.

Gilin, D. (February, 2024). Job burnout: The epidemic following the pandemic. Invited address in the *Research Over Coffee* knowledge translation webinar series hosted by Research Nova Scotia. Talk and interview posted to the series YouTube channel: <https://www.youtube.com/watch?v=Z3shFuvb51Q&t=1484s>

Gilin, D., LeBlanc, D., Solarz, B., & Brownlow, B. (September, 2023). Efficacy of workplace conflict interventions for employee wellness and performance. Invited presentation to the Conflict Community of Practice group at Nova Scotia Health Authority.

Cooper, A., Lee-Baggley, D., & Gilin, D. (June, 2023). Quasi experimental trial of a wellness leadership course for medical faculty leaders. Invited presentation to the Culture of Academic Medicine Initiative of the Association of Faculties of Medicine of Canada.

Gilin, D. (May, 2023). Workplace burnout. Invited presentation to the Home Care Network of the Health Association of Nova Scotia.

Gilin, D. (May, 2022). Preventing and mitigating academic burnout. Invited presentation and panel discussion along with L. Bowman, A. Barclay, & R. Bannerjee, at the (virtual) *Classical Association of Canada*.

Gilin, D. (May, 2021). "Charging Batteries During COVID," a Webinar provided to employees of the Workers Compensation Board of Nova Scotia as an event in the *Safety & Health Week 2021*.

Gilin, D., & Searle, S. (November, 2020). "Preventing Burnout Among Front-Line Care Workers," panel discussion presented as part of the 5th Annual Dalhousie Medical Research Foundation's *Breakthrough Breakfast*.

Day, A., Lee-Baggley, D., & Gilin, D. (July, 2019). Thriving through work change in a respectful workplace. Panel discussion delivered at the Summer Institute for Occupational Health and Safety at Saint Mary's University.

Brownlow, B., & Gilin Oore, D. (November, 2018). Conflict management in medicine. Invited plenary talk at the Medicine Matters conference, Halifax, Nova Scotia.

Gilin Oore, D., Day, A., & Lee-Baggley, D. (May, 2018). Building respect in a diverse workplace. Department of Fisheries and Oceans, Halifax, NS.

Gilin Oore, D. (July, 2015). Thriving through conflict? Individual and organizational factors promoting successful responses to workplace conflict. Invited address delivered at the *Summer Institute*, CN Centre for Occupational Health and Safety, Halifax, Nova Scotia.

Gilin Oore, D. (May, 2015). Thriving through conflict? Individual and organizational factors promoting successful responses to workplace conflict. Invited address for the *Guest Speaker Series*, Psychological Sciences Department, University of Missouri-St. Louis, St. Louis, Missouri.

Gilin Oore, D. (2012). Impact of personality traits on mediation outcomes: New psychology research. Invited address delivered at the October, 2012 meeting of the Alternative Dispute Resolution Institute of Canada, Halifax, Nova Scotia.

Galinsky, A. D., Gilin, D., Maddux, W. (2010, March). Different effects of perspective-taking and empathy in regulating negotiations and conflict. Invited talk for the *13th Sydney Symposium of Social Psychology*, on the topic of Social Conflict and Aggression, Sydney, Australia.

Gilin, D. (2007). Psychological perspectives on conflict resolution techniques. Invited address delivered at the September, 2007 meeting of the Canadian ADR (Alternative Dispute Resolution) Institute, Charlottetown, PEI, Canada.

EXTERNAL RESEARCH FUNDING

Stewart, S.H., Yakovenko, I., Blais, J., Gilin, D., Meier, S., & Sherry, S. (2023). Canadian Institutes of Health Research (CIHR), Catalyst Grant Health Impacts of Gambling and Gaming, \$100,000.

Project title: How, why, and for whom does gambling-specific cyberloafing explain the links of problem gambling severity to adverse work and mental health outcomes

Gilin, D. & Dr. Lee-Baggley & Associates Inc (2023). MITACS Accelerate supporting PhD students Hayam Bakour and Megan Manels-Murphy, and MSc student Holly

Truglia. \$240,000, awarded March 2023 – September 2026.

Project title: Psychologically safe and inclusive workplaces: Evidence based assessment and intervention.

Gilin, D., Kelloway, K., & SuccessFinder Inc. (2023). MITACS Accelerate supporting PhD student Nikita Agnihotri. \$75,000, awarded April 2023 – January 2025.

Project title: Assess with the best: New product development and continuous improvement of the SuccessFinder psychometric assessment.

Stewart, S., Yakovenko, I., MacKinnon, S., Rodriguez, L., Noguiera, R., & Gilin, D. (2020). Gambling Association of Nova Scotia, \$150,000, awarded 2021-2023.

Project title: Dyadic conflict and gambling behaviour in romantic couples: Cross-sectional, longitudinal, and experimental studies.

Gilin, D., Francis, L., Fleming, M., & Lee-Baggley, D. (2020). Nova Scotia COVID-19 Health Research Coalition (through Research Nova Scotia), \$47,640, awarded April 2020 -April 2021.

Project title: Preventing burnout among front-line care workers to fight COVID-19: Screen and intervene.

Gilin, D., Akiyama, Y., & Digital Nova Scotia. (2020). MITACS Accelerate program, \$60,000 (four blocks/interns), awarded September 2020 – September 2021.

Project title: Setup for success: Improving pathways for talent retention.

Gilin, D., & Anderson, G. (2019). MITACS Accelerate: Summer internship funding supporting Greg Anderson, \$15,000.

Project title: An investigation into the motivations of individuals who volunteer and work at charitable and not-for-profit organizations

Day, A., Leiter, M., Lee-Baggley, D., Gilin Oore, D., Francis, L....Kelloway, K. (2016 - 2018). Social Sciences and Humanities Research Council (SSHRC) Partnership Development Grant, \$148, 260.

Project title: Healthy and Productive Workplaces Partnership.

Gilin Oore, D., Leiter, M.P., Axelrod, L., Solarz, B., O'Brien, F., Brownlow, B., Day, A., Holmvall, C.M., O'Keefe, D.F.W., & Harlos, K.P. (2013-2017 with extension of funding period).

Social Sciences and Humanities Research Council (SSHRC) Partnership Development Grant, \$199,598.

Project title: Partnership for productive organizational conflict (PPOC)

Leiter, M., Laschinger, H., Day, A., Gilin, D., Latimer, M., Ledoux, K., & Persaud, D. (2007). Canadian Institutes of Health Research (CIHR) grant, \$192,192.

Project title: Enhancing the quality of workplace communities: Assessing predictors and testing interventions.

Francis, L., Gilin, D., Kelloway, E. K., Catano, V.M. (2006). Social Sciences and Humanities Research Council (SSHRC) Research Grant \$40, 942.
Project title: The aftermath of labour disputes: Predictors, characteristics, and best practices.

Ginsburg, L., Tregunno, D., Norton, P., Fleming, M., Gilin, D., & Flemons, W. (2005). Canadian Patient Safety Institute (CPSI) Stream 1 Applied Health Services grant \$229, 830.
Project title: Patient Safety Culture: Improving measurement and establishing links to patient safety activity.

Waterman, B. M., & Gilin, D. (2004). National Institutes of Health (United States) research contract \$20,000.

ACADEMIC SERVICE AND RECOGNITION

Graduate Program Coordinator, Department of Psychology, Saint Mary's University (2018- present)

Adjunct, Department of Psychology, Dalhousie University (2009 – 2023)

Editorial Board

Burnout Research (2013-2017)

Reviewing

Social Sciences and Humanities Research Council (SSHRC) (grants)

Research Nova Scotia (grants)

Personality and Social Psychology Bulletin (journal)

Journal of Personnel Psychology

European Journal of Social Psychology (journal)

Journal of Experimental Social Psychology (journal)

Journal of Occupational Health Psychology (journal)

Journal of Personality and Social Psychology: Interpersonal Relations and Group

Plos ONE

Processes (journal)

Sex Roles (journal)

Social Cognition (journal)

Work & Stress (journal)

Burnout Research (journal)

Group Decision and Negotiation (journal)

Journal of Cross-Cultural Psychology (journal)

Canadian Psychological Association (conference)

International Association for Conflict Management (conference)

Academic awards

Creating Healthy Organizations Conference (2017): Interdisciplinary work award. For Solarz., B., Brownlow, B., LeBlanc, D., & Gilin Oore, D. “Workplace conflict resolution interventions: A tale of two programs.”

Academy of Management (2010): Best Paper in Division Award, Health Care Management Division. For Leiter, M, Laschinger, H.S., Day, A., & Gilin, D. “Rudeness Rationales: Whatever were they thinking?”

International Association for Conflict Management (1998): Best Empirical Paper of Conference. For Paese, P., & Gilin, D. “When an adversary is caught telling the truth: Ethical obligation in negotiation.”

Student supervision and thesis advisory committee membership

Supervisor, PhD in Applied (I/O) Psychology (G. Anderson, current; Megan Manels-Murphy, current; D. LeBlanc, 2019; M. Al-Hamdani, 2017).

Supervisor, MSc in Applied (I/O) Psychology (M. Hall, current; F. DiBonaventura, current; H. Truglia, 2024; C. Novitsky, 2023; Foote, M., 2023; Sahebi, M., 2022; Etehad, E., 2021; K. Pope, 2021; E. Sheppard, 2021; M. Blazer, 2021; Anderson, G., 2020; S. Sobhani, 2019; K. Brown, 2018; S. Mann, 2017; A. Damp, 2016; B. DeCoste, 2016; D. LeBlanc, 2011; K. Calnan, 2010; A. Gagnon, 2008; J. Pepin, 2005).

Supervisor, MA in International Development Studies, Saint Mary’s University (H. Rahman, 2015)

(Adjunct) Instructor, MSc. in Community Health and Epidemiology at Dalhousie university, Directed readings course (#6060) for Daniel Rasic, MD (“Application of Latent Class Analysis in Psychiatric Research”), 2012.

Supervisor of Comprehensive Project on hierarchical linear modelling, PhD in Experimental Psychology, Dalhousie University (S. MacKinnon, 2009)

Supervisor of Internship for MSc in Applied (I/O) Psychology (M. Fisher, 2024; M. Sahebi, 2021; Haya Bakour, 2021; E. Etehad, 2020; M. Blazer, 2020; Jingdi Wu, 2020; D. LeBlanc, 2008)

Dissertation advisory committee member, PhD in I/O Psychology (L. Florko, 2019; J. Dimoff, 2016; D. Durepos, 2016)

Dissertation and comprehensive examination committee member, PhD in Nursing, Dalhousie University (R. Earle, 2010 - 2012)

Dissertation advisory committee member, PhD in Management, Saint Mary’s University (A. Yue, 2014)

External examiner, PhD

External examiner, PhD

External examiner, PhD in Public Administration, University of Victoria (N. Dolan, 2014)

External examiner, MA in Psychology, Acadia University (T. Piers, 2018; K. Turner, 2009)

Thesis advisory committee member, MSc in Applied (I/O) Psychology, Saint Mary's University (J. Tonet, current; Prachi, current; O. Wong, current; I. Dukic, current; R. Jones-Chick, 2019; A. Duvall, 2019; A. Bhatt, 2017; C. McNeice, 2015, M. MacPhee, 2010, N. Wentzell '08, D. Durepos '07, S. Crown '07, F. Boyes, '05, Y. Hong '05, J. Slaunwhite '05, P. Angelopoulos, '04)

INSTITUTIONAL SERVICE

Graduate Program Coordinator, Psychology, Saint Mary's (2018-2019)

Acting Graduate Program Coordinator, Psychology, Saint Mary's (2017-2018)

Academic Senate, Saint Mary's University, 2013 – 2016

Space Committee, Department of Psychology, Saint Mary's University (chair, 2012 – 2016; member, 2011 – 2012)

Comprehensive Examination Committee for the PhD in Applied Psychology (I/O) program, Saint Mary's University (2008, 2012, 2015, 2016)

Faculty Union Benefits Trust – Alternate Trustee (2007- 2016)

Psychology Co-op advisor (with Dr. Dave Bourgeois, 2011- 2014)

Psychology Colloquium organizer (with Dr. Arla Day, 2011)

I/O Program Council member (2012-current)

Senate Committee on Academic Regulations (2005 – 2007)

Teaching Assistant Committee, Department of Psychology (2005 -2008)

Undergraduate Psychology Student Conference co-organizer (2005 – 2006)

CONSULTING PROJECTS

Catano, V. & Gilin, D. (August 2004 – February 2005). Recommendations for organizational change and conflict resolution in a large health care organization, Canada.

Stinson, V., Day, A., Newsome, S., Fleming, M., Gilin, D., (2003). Organizational change at Environment Canada.

Gilin, D. (Summer 2001). 22nd Judicial Circuit of Missouri Family Court, Mediation and Special Services Unit. Consultant on the design of pilot victim offender mediation program.

PROFESSIONAL AFFILIATIONS

International Association for Conflict Management (Member since 1999; Chair 2013 Best Article/Chapter Award Committee)

Association for Psychological Science

Canadian Psychological Association

Academy of Management

European Association for Work and Psychology