

curriculum vitae
(incomplet—en cours de réactualisation)

Dirk D. STEINER

Professeur de Psychologie Sociale du Travail et des Organisations
Directeur, Laboratoire d'Anthropologie et de Psychologie Cliniques, Cognitives et Sociales
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EDUCATION

- Ph.D. Department of Psychology, Pennsylvania State University, 1985
Specialty: Industrial/Organizational Psychology
Minors: Methodology/Statistics and International Business
Dissertation: *Work Values, Work Environment, and the Quality of Working Life: A Cross-Cultural Examination.*
Major Professor: James L. Farr
- M.S. Department of Psychology, Pennsylvania State University, 1982
Specialty: Industrial/Organizational Psychology
Thesis: *Career Aspirations and the Motivation to Update in Engineers.*
Major Professor: James L. Farr
- B.A. College of Arts and Sciences, Ohio State University, 1980
Majors: Psychology and French

PROFESSIONAL EXPERIENCE

- 1996 - present Professeur of Psychology, (Exceptional Class since 2010, second echelon since 2016), Faculté des Lettres, Arts, et Sciences Humaines, Université de Nice, Sophia-Antipolis, France
Director of the Laboratory of Clinical, Cognitive and Social Anthropology and Psychology, since September, 2015
Director of the Master's in Work Psychology and Human Resources Management Program (1996-2015)
Director of the Master's Program in Psychology (2008-2011)
Director of the Doctoral Studies Program in Psychology (2001-2008)
Associate Chair of Psychology Department (1997-1998)

- Member of Conseil de Gestion, UFR Lettres, Arts et Sciences Humaines, 2005-2010; 2018-2019
 Member of the Conseil Scientifique de l'Université de Nice et membre de son bureau (2012-2016)
- 1991 - 1996 Associate Professor, Director of Doctoral Studies in Industrial/Organizational Psychology, Department of Psychology, Louisiana State University
 Functions: Teaching of Psychology (first year through doctoral courses), administration of the doctoral program in Industrial/Organizational Psychology, research, supervision of Master's and Doctoral theses.
- 10/1993 – 7/1994 Exchange professor, U.F.R. de Psychologie, Université de Provence, France, (in the department of Social Psychology, Jean-Claude ABRIC, director)
 Functions: Teaching of Psychology (DEUG, Maîtrise, DESS Psychologie du Travail), supervision of Master's projects, research.
- 1991 - 1993 Director of Undergraduate Studies in Psychology, Department of Psychology, Louisiana State University
 Functions: Administration of all courses and professors for the undergraduate program, advising of Psychology students
- jan. 1985 - 1991 Assistant Professor, Department of Psychology, Louisiana State University
 Functions: Teaching of Psychology, research, supervision of Master's and Doctoral Theses.
- 1983 Instructor, Department of Psychology, Pennsylvania State University
 Functions: Teaching of Industrial/Organizational Psychology

DISSERTATION GRANT

Bourse Chateaubriand, 1983-84. From the République Française, Ministère des Affaires Etrangères, for doctoral students in Social Sciences.

TEACHING AWARD

Outstanding Teacher Award, 1993, Student Government Association, Louisiana State University.

EDITORIAL RESPONSIBILITIES

Member of Editorial Board of *Journal of Management* (since July, 2011) and of *Work, Aging, and Retirement* (since 2014)
 Co-Editor of *Le Travail Humain* (2012-2017)

Co-Editor of the series, *Research in Social Issues in Management*, (S. W. Gilliland, D. D. Steiner, & D. Skarlicki, Eds.) published by Information Age Publishing. (1999-2017; 8 volumes published)
Past Associate Editor of *International Review of Social Psychology/Revue Internationale de Psychologie Sociale* (1998-2006)
Past Member of the Editorial Board for *Cahiers Internationaux de Psychologie Sociale* (1998-2002)

DOCTORAL TRAINING

At LSU, I directed approximately 10 doctoral dissertations.

At the University of Nice, I have directed (or co-directed) 15 dissertations defended to date. 6 others are in currently in progress.

In France, many of my doctoral students obtain funding from organizations to conduct their research while working. Thus, I have had students funded through the French Marines, the French Air Force, an association of occupational doctors, a public hospital, a private company...

In France, I have participated in 27 dissertation defenses across the country. In addition, I have been solicited to participate in the evaluation of 15 candidates for the HDR (Habilitation à diriger des recherches).

I teach the module on Ethics and Justice in the Winter School of the Erasmus Mundus Master's Program in Work and Organizational Psychology (2008-2021), coordinated by José-Maria Péiro, University of Valencia.

I teach occasionally in doctoral programs (University of Valencia in 2010; University of Fribourg, Switzerland, in 2013, 2015, 2018, 2020)

OTHER RESEARCH-RELATED RESPONSIBILITIES

- Coordinator of the Theme "Applications" in the Laboratoire d'Anthropologie et de Psychologie Cognitives et Sociales (2012-2015): Objective: Encourage collaborations on the applications of the themes of our research lab.
- Director of the Applied Social Psychology Team of the Laboratoire de Psychologie Expérimentale et Quantitative (2000 - 2008).
- Coordinator of a national network for research in Work and Organizational Psychology (2008-2015).
 - Organize annual meetings and coordinate communication to encourage research collaborations across France
 - Organized Doctoral Student Conference in Work and Organizational Psychology in Nice in 2009.
- Co-coordinator of International Round Tables on Innovations in Organizational Justice. Organized the first edition in Nice in 1999; participated in the organization of successive editions (bi-annually); organized the 7th edition in Nice in 2012.
- I have received students and colleagues from other universities for research internships; for example, Katy Fodchuk, Fulbright Scholar; Matjaus Affourtit, Master's student from the University of Utrecht; Jennifer Wessel, doctoral student at MSU; Antonio Garcia

Izquierdo, assistant professor at Oviedo, Spain; Petra Klumb, Fribourg University, Switzerland

- Served as evaluator for research grants, scholarships, laboratories and training programs in French universities from 2003 to 2011.
- Served on program committees for French conferences : l'AIPTLF (Association Internationale de Psychologie du Travail de Langue Française) ; l'ADRIPS (Association pour la Diffusion International de la Recherche en Psychologie Sociale) ; SFP (Société Française de Psychologie)
- Served as reviewer for many French, European, and American Journals, including: *Academy of Management Journal*; *Cahiers Internationaux de Psychologie Sociale*; *European Journal of Work and Organizational Psychology*; *Human Relations*; *International Journal of Selection and Assessment*; *Journal of Applied Psychology*; *Journal of Applied Social Psychology*; *Journal of Management Studies*; *Journal of Occupational Psychology*; *Journal of Service Management*; *Le Travail Humain*; *Orientation Scolaire et Professionnelle*; *Psychology and Aging*; *Revue Internationale de Psychologie Sociale*
- Co-président du comité scientifique du congrès de l'AIPTLF à Bordeaux, 2018.

GRANTS

Partenaire dans un projet ANR: Projet FairHealth - ANR-17-CE26-0022, Coordinateur du Projet: C. Manville, U. Toulouse. (" Perceptions d'injustice au travail et troubles musculo-squelettiques : une étude prospective des relations de causalité et des mécanismes sous-jacents"). 367 412 euros janvier 2018-décembre 2021.

ACTIVITIES FOR PROFESSIONAL ORGANIZATIONS

- Currently, member of :
Society for Industrial/Organizational Psychology (SIOP), *Named Fellow in 2013*
Association Française de Psychologie du Travail et des Organisations (AFPTO)
- **For SIOP :**
 - *Past Member of the committee of International Affairs; 2012-2015.*
 - *Past Member of Education and Training Committee (approx. 1992-1995)*
 - *Coordinated the Doctoral Student Consortium (1993, San Francisco)*
 - *Past Member of TIP Editorial Board (1997-2001), Edited the International Forum in The Industrial/Organizational Psychologist. Articles appeared every issue on some aspect of international Industrial/Organizational Psychology.*

PUBLICATIONS (R precedes refereed publications)

A. Articles in Refereed Journals

*indicates a doctoral student co-author

- R 1. Steiner, D. D., & Mark, M. M. (1985). The impact of a community action group: An illustration of the potential of time series analysis for the study of community groups. *American Journal of Community Psychology*, 13, 13-30.

- R 2. Steiner, D. D., & Farr, J. L. (1986). Career goals, organizational reward systems and technical updating in engineers. *Journal of Occupational Psychology*, 59, 13-24.
- R *3. Steiner, D. D., & Truxillo, D. M. (1987). Another look at the job satisfaction-life satisfaction relationship: A test of the disaggregation hypothesis. *Journal of Occupational Behavior*, 8, 71-77.
- R 4. Steiner, D. D. (1988). Value perceptions in leader-member exchange. *Journal of Social Psychology*, 128, 611-618.
- R 5. Dobbins, G. H., Lane, I. M., & Steiner, D. D. (1988). A note on the role of laboratory methodologies in applied behavioral research: Don't throw out the baby with the bath water. *Journal of Organizational Behavior*, 9, 281-286.
- R 6. Dobbins, G. H., Lane, I. M., & Steiner, D. D. (1988). A further examination of student babies and laboratory bath water: A response to Slade and Gordon. *Journal of Organizational Behavior*, 9, 377-378.
- R 7. Steiner, D. D., & Dobbins, G. H. (1989). The role of work values in leaders' attributions and the development of leader-member exchange. *International Journal of Management*, 6, 81-90.
- R *8. Steiner, D. D., & Rain, J. S. (1989). Immediate and delayed primacy and recency effects in performance evaluation. *Journal of Applied Psychology*, 74, 136-142.
- R 9. Steiner, D. D., & Truxillo, D. M. (1989). An improved test of the disaggregation hypothesis of job and life satisfactions. *Journal of Occupational Psychology*, 62, 33-39.
- R 10. Steiner, D. D. (1990). Clarification and correction of Steiner and Truxillo's (1989) improved test of the disaggregation hypothesis. *Journal of Occupational Psychology*, 63, 263-264.
- R *11. Dockery, T. M., & Steiner, D. D. (1990). The initial interaction in LMX: Effects of leader liking and member upward influence. *Group and Organization Studies*, 15, 395-413.
- R *12. Steiner, D. D., Dobbins, G. H., & Trahan, W. (1991). The trainer-trainee interaction: An attributional model of training. *Journal of Organizational Behavior*, 12, 271-286.
- R *13. Rain, J. S., Lane, I. M., & Steiner, D. D. (1991). A current look at the job satisfaction/life satisfaction relationship: Review and future considerations. *Human Relations*, 44, 287-307.
- R *14. Gouvier, W. D., Steiner, D. D., Jackson, W. T., Schlater, D., & Rain, J. S. (1991). Employment discrimination against handicapped job candidates: An analog study of the effects of neurological causation, visibility of handicap, and public contact. *Rehabilitation Psychology*, 36, 121-129.
- R *15. Steiner, D. D., Lane, I. M., Dobbins, G. H., Schnur, A., & McConnell, S. (1991). A review of meta-analyses in organizational behavior and human resources management: An empirical assessment. *Educational and Psychological Measurement*, 51, 609-626.
- R *16. Steiner, D. D., Rain, J. S., & Smalley, M. M. (1993). Distributional ratings of performance: Further examination of a new rating format. *Journal of Applied Psychology*, 78, 438-442.
- R *17. Wilhelm, C.C., Herd, A. M., & Steiner, D. D. (1993). Attributional conflict between managers and subordinates: An investigation of leader-member exchange effects. *Journal of Organizational Behavior*, 14, 531-544.

- R 18. Phillips, C., Cappel, S. D., & Steiner, D. D. (1993). The role of the interview in the performance appraisal process. *Management Research News*, 16, 15-22.
- R *19. Trahan, W. A., & Steiner, D. D. (1994). Factors affecting supervisors' use of corrective actions following poor performance. *Journal of Organizational Behavior*, 15, 129-139.
- R 20. Steiner, D. D., & Gilliland, S. W. (1996). Fairness reactions to personnel selection techniques in France and the U.S. *Journal of Applied Psychology*, 81, 134-141.
- R *21. Schrader, B. W., & Steiner, D. D. (1996). Common comparison standards: An approach to improving agreement between self and supervisory performance ratings. *Journal of Applied Psychology*, 81, 813-820.
- R 22. Steiner, D. D. (1997). Attributions in leader-member exchanges: Implications for practice. *European Journal of Work and Organizational Psychology*, 6, 59-71.
- R 23. Conte, J. M., Rizzuto, T. E., & Steiner, D. D. (1999). A construct-oriented analysis of individual-level polychronicity. *Journal of Managerial Psychology*, 14, 269-287.
- R 24. Steiner, D. D. (2000). Perceptions des méthodes de recrutement en France: La perspective de la justice organisationnelle [Perceptions of selection methods in France : An organizational justice perspective]. *Psychologie du Travail et des Organisations*, 6, 89-106.
- R 25. Steiner, D. D. (2001). La psychologie dans les universités des Etats-Unis: les étudiants et la recherche [Psychology in American Universities : Students and research]. *Bulletin de Psychologie*, 54, 81-83.
- R 26. Steiner, D. D., & Gilliland, S. W. (2001). Procedural justice in personnel selection: International and cross-cultural perspectives. *International Journal of Selection and Assessment*, 9, 124-137.
- R 27. Brauer, M., Abric, J.-C., de la Haye, A.-M., Drozda-Senkowska, E., Lorenzi-Cioldi, F., Niedenthal, P., Sanitioso, R. B., Schadron, G., Steiner, D., & Yzerbyt, V. (2001). La formation doctorale en psychologie sociale dans les pays francophones. [Doctoral training in Social Psychology in French-speaking countries]. *Cahiers Internationaux de Psychologie Sociale*, 51-52, 95-102.
- R *28. Touzé, P.A., et Steiner, D. D. (2002). L'adaptation française du PPRF, un outil identifiant les traits de personnalité susceptibles de prédire la performance au travail [The French adaptation of the PPRF, a tool for identifying personality traits potentially predictive of work performance]. *Orientation Scolaire et Professionnelle*, 31, 443-466.
- R 29. Brauer, M., Abric, J.-C., Drozda-Senkowska, E., Lemaire, P., Lorenzi-Cioldi, F., Niedenthal, P., Sanitioso, R. B., Schadron, G., Steiner, D., & Yzerbyt, V. (2003). Doctoral training in the French-speaking countries of Europe : Objectives and suggestions for improvement. *European Psychologist*, 8, 9-17.
- R 30. Truxillo, D. M., Steiner, D. D., & Gilliland, S. W. (2004). The Importance of Organizational Justice in Personnel Selection: Defining When Selection Fairness Really Matters. *International Journal of Selection and Assessment* 12, 39-59.
- R 31. Masson-Maret, H., & Steiner, D. D. (2004). Climat de justice et harcèlement moral : Perspectives théoriques et outils de diagnostic [Justice climate and mobbing : Theoretical perspectives and diagnostic tools]. *Psychologie du Travail et des Organisations*, 10, 9-28.
- R 32. Steiner, D. D., Amoroso, S., & Hafner, V. (2004). Les Perceptions de la Justice Organisationnelle en Entretien de Recrutement : Deux Expérimentations par Simulation.

- [Perceptions of organizational justice in the selection interview: Two experimental simulations]. *Psychologie du Travail et des Organisations*, 10, 111-130.
- R 33. Grandey, A., Fisk, G., & Steiner, D. (2005). Must "Service with a Smile" Be Stressful? The Moderating Role of Personal Control for U.S. and French Employees. *Journal of Applied Psychology*, 90, 893-904.
- R *34. Steiner, D. D., Trahan, W. A., Haptonstahl, D. E., & Fointiat, V. (2006). The justice of equity, equality, and need in reward distributions: A comparison of French and American respondents. *Revue Internationale de Psychologie Sociale/International Review of Social Psychology*, 19, 49-74.
- R *35. Steiner, D. D., & Bertolino, M. (2006). The contributions of organizational justice theory to combating discrimination. *Cahiers de l'URMIS*, No. 10-11, 55-63.
- R *36. Bertolino, M., & Steiner, D. D. (2007). Fairness reactions to selection methods: An Italian study. *International Journal of Selection and Assessment*, 15, 197-205.
- R *37. Rolland, F., & Steiner, D. D. (2007). Test-taker reactions to the selection process: Effects of outcome favorability, explanations, and voice on fairness perceptions. *Journal of Applied Social Psychology*, 37, 2800-2826.
- R 38. Myers, B., Lievens, F., Schollaert, E., ... Steiner, D., Rolland, F., ... Bertolino, M., et al. (2008). International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 206-246.
- R 39. Myers, B., Lievens, F., Schollaert, E., ... Steiner, D., Rolland, F., ... Bertolino, M., et al. (2008). Broadening international perspectives on the legal environment for personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 266-270.
- R *40. LeBarbanchon, E., Milhabet, I., Steiner, D. D., & Priolo, D. (2008). Social acceptance of exhibiting optimism. *Current Research in Social Psychology*, 14, 52-63.
<http://www.uiowa.edu/~grpproc/crisp/crisp.html>
- R 41. Grandey, A., Rafaeli, A., Ravid, S., Wirtz, J., & Steiner, D. D. (2010). Emotional display rules at work in the global service economy: The special case of the customer. *Journal of Service Management*, 21, 388-412. (Highly Commended Award Winner at the Literati Network Awards for Excellence 2011).
- R 42. Van den Bos, K., Brockner, J., Stein, J. H., Steiner, D. D., Van Yperen, N. W., & Dekker, D. M. (2010). The psychology of voice and performance capabilities in masculine and feminine cultures and contexts. *Journal of Personality and Social Psychology*, 99, 638-648.
- R *43. Nadisic, T., & Steiner, D. D. (2010). Le management juste des ressources humaines à l'international: Universalité ou spécificités culturelles ? *Revue de l'Organisation Responsable*, 5, 59-75.
- R 44. Milhabet, I., LeBarbanchon, E., Molina, G., Cambon, L., & Steiner, D. D. (2012). Comparative optimism, so useful. *Revue Internationale de Psychologie Sociale/International Review of Social Psychology*, 25, 5-40.
- R *45. Angel, V., & Steiner, D. D. (2013). « Je pense, donc je résiste » : Théorie de justice et personnalité dans l'explication de la résistance au changement. *Revue Internationale de Psychologie Sociale/International Review of Social Psychology*, 26, 61-99.

- R. 46. Wessel, J. L., & Steiner, D. D. (2015). Surface acting in service: A two context examination of customer power and politeness. *Human Relations*, 68, 709-730. DOI: 10.1177/0018726714540731.
- R. 47. Cambon, L., & Steiner, D. D. (2015). When rating format induces different rating processes: The effects of descriptive and evaluative rating modes on discriminability and accuracy. *Journal of Business and Psychology*, 30, 795-812; DOI 10.1007/s10869-014-9389-y.
- R. *48. Giraud, S., Th  rouanne, P., & Steiner, D. D. (2018). Web accessibility: Filtering redundant and irrelevant information improves website usability for blind users. *International Journal of Human - Computer Studies*, 111, 23-35. <https://doi.org/10.1016/j.ijhcs.2017.10.011>
- R. *49. Piasecki, C., & Steiner, D. D. (2019). La justice organisationnelle comme levier pour promouvoir la qualit   de vie au travail. *Psychologie du Travail et des Organisations*, 25, 116-126. <https://doi.org/10.1016/j.pto.2019.02.002>
- R. 50. Zaniboni, S., Bertolino, M., & Steiner, D. D. (2019). Relating subjective age to work and non-work outcomes. *Psicologia Sociale*, 1, 39-56. doi: 10.1482/92926
- R. *51. Raymondie, R. A., & Steiner, D. D. (in press). Backlash against counter-stereotypical leader emotions and the role of follower affect in leader evaluations. *Journal of Applied Social Psychology*, 00: 1– 17. <https://doi-org.proxy.unice.fr/10.1111/jasp.12778>
- R. 52. d'Arripe-Longueville, Fabienne PhD; Hayotte, Meggy MS; Planchard, Jo-Hanna MD; Steiner, Dirk D. PhD; Corrion, Karine PhD. Development and Validation of the Workplace Decisional Balance Scale for Exercise (WDBex) in a French Sample, *Journal of Occupational and Environmental Medicine*: October 2021 - Volume 63 - Issue 10 - p e715-e723 doi: 10.1097/JOM.0000000000002349

B. Book Chapters

1. Steiner, D. D. (1987). A cross-cultural examination of satisfaction and Type A behavior. In A. Larocque, Y. Bordeleau, R. Boulard, B. Fabi, V. Larouche, & A. Rondeau (Eds.), *Psychologie du travail et nouveaux milieux de travail* (pp. 395-405). Sillery, Quebec: Presses de l'Universit   du Quebec.
2. Dobbins, G. H., & Steiner, D. D. (1988). System for testing and evaluation of potential. Dans D. J. Keyser & R. C. Sweetland (Eds.), *Test Critiques*, Vol. VII, 570-581. Kansas City, MO: Test Corporation of America.
3. Sulsky, L. M., & Steiner, D. D. (1991). Design, analysis, and measurement issues in mental retardation research: An integrated approach. Dans J. L. Matson & J. A. Mulick (Eds.), *Handbook of Mental Retardation*. New York: Pergamon.
4. Gilliland, S. W., & Steiner, D. D. (1999). Applicant reactions to interviews: Procedural and interactional justice of recent interview technology. In R. W. Eder & M. M. Harris (Eds.), *The Employment Interview: Theory, research, and practice* (2nd   dition, pp. 69-82). Thousand Oaks, CA: Sage.
5. Steiner, D. D. (1999). Qu'est-ce qui est juste? Une introduction    la psychologie de la justice distributive et proc  durale. [What's fair? An introduction to the psychology of distributive and procedural justice.] In W. Doise, N. Dubois, et J. L. Beauvois (Eds.), *La*

- Psychologie Sociale, Volume 4: Identité, moralité, internalisation.* (pp. 87-102). Grenoble: Presses Universitaires de Grenoble.
6. Steiner, D. D. (1999). La justice procédurale dans le champ organisationnel (encadré). [Procedural justice in organizations]. In W. Doise, N. Dubois, et J.L Beauvois (Eds.), *La Psychologie Sociale, Volume 4: Identité, moralité, internalisation.* (pp. 99-102). Grenoble: Presses Universitaires de Grenoble.
 7. Gilliland, S. W., & Steiner, D. D. (2001). Causes and consequences of applicant perceptions of unfairness. In R. Cropanzano (Ed.), *Justice in the Workplace: From Theory to Practice. Volume 2.* Hillsdale, NJ: Lawrence Erlbaum Associates.
 8. Steiner, D. D. (2001). Cultural influences on perceptions of distributive and procedural justice. In S. W. Gilliland, D. D. Steiner, & D. Skarlicki (Eds.), *Theoretical and Cultural Perspectives on Organizational Justice.* Greenwich, CT: Information Age Publishing, p. 111-137.
 9. Steiner, D. D. (2001). Les professionnels de la gestion des ressources humaines [Professionals of Human Resources Management]. In J. M. Monteil & J.L Beauvois (Eds.), *La Psychologie Sociale, Volume 5: Des compétences pour l'application.* (p. 331-346). Grenoble: Presses Universitaires de Grenoble.
 10. Steiner, D. D. (2001). Recherches expérimentales sur les processus cognitifs impliqués dans l'évaluation des performances [Experimental research on cognitive processes in performance appraisal]. In J. M. Monteil & J.L Beauvois (Eds.), *La Psychologie Sociale, Volume 5: Des compétences pour l'application.* (p. 347-350). Grenoble: Presses Universitaires de Grenoble.
 11. Steiner, D. D. (2003). Équité et justice au travail [Equity and justice at work]. In J. Allouche et al., (Eds.) *Encyclopédie des Ressources Humaines.*
 12. Steiner, D. D., & Touzé, P. A. (2004). L'évaluation des individus dans le contexte organisationnel [Individual evaluation in the organizational context]. In E. Brangier, A. Lancry, & C. Louche (Eds.), *Psychologie du Travail et des Organisations.* Nancy : Presses Universitaires de Nancy.
 13. Steiner, D. D. (2004). Le recrutement de salariés performants [Selecting high performing employees]. In N. Gregori, A. LeBlanc, N. Roussiau, et C. Bonardi (Eds.), *Psychologie Sociale Appliquée, Volume 4: Travail, Organisations et Ressources Humaines.* Paris: In Press Editions.
 14. Steiner, D. D., & Rolland, F. (2006). Comment réussir l'introduction de changements: les apports de la justice organisationnelle [How to successfully introduce change : The contribution of organizational justice]. In C. Lévy-Leboyer, C. Louche, et J. P. Rolland (Eds.), *RH: Les Apports de la Psychologie du Travail. 2. Management des Organisations* (pp. 53-69). Paris: Editions d'organisation.
 15. Steiner, D. D. (2006). Équité et justice au travail [Equity and justice at work]. Dans J. Allouche (Ed.), *Encyclopédie des Ressources Humaines, 2nd Edition* (pp. 389-396). Paris : Vuibert.
 16. Steiner, D. D., Roques, M., Pichot, N., & Maisonneuve, C. (2010). Un champ d'application : Les ressources humaines et l'insertion professionnelle [An area of application : Human resources and professional placement]. Dans P. Morchain et A. Somat (Eds.), *La psychologie scientifique, applicabilité et applications* (pp. 267-303). Rennes, Presses Universitaires de Rennes.

17. Sackett, P., Shen, W., Myers, B., ... Steiner, D., Rolland, F., ... Bertolino, M., et al. (2010). Perspectives from twenty-two countries on the legal environment for selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Personnel Selection* (pp. 651-676). New York: Taylor and Francis.
18. Bertolino, M., & Steiner, D. D. (2011). Validité apparente des techniques d'évaluation: La perspective de la justice procédurale [Face validity of evaluation methods: The procedural justice perspective]. In S. Laberon (Ed.), *Psychologie et recrutement* (pp. 56-74). Bruxelles : DeBoeck
19. Steiner, D. D., & Bertolino, M. (2011). L'apport de la justice organisationnelle à la lutte contre les discriminations à l'embauche [The contribution of organizational justice to the fight against hiring discrimination]. In S. Laberon (Ed.), *Psychologie et recrutement* (pp. 265-288). Bruxelles : DeBoeck
20. Gilliland, S. W., & Steiner, D. D. (2012). Applicant reactions to testing and selection. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection* (pp. 629-666) . New York: Oxford University Press.
21. Steiner, D. D. (2012). Personnel selection across the globe. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection* (pp. 740-767). New York: Oxford University Press.
22. Steiner, D. D. (2012). Équité et justice au travail. Dans J. Allouche (Ed.), *Encyclopédie des Ressources Humaines*, 3e Edition (pp. 539-545). Paris : Vuibert.
23. Steiner, D. D. (2014). Équité. Dans Zawieja, P., & Guarnieri, F. (coord.). *Dictionnaire des risques psychosociaux* (pp. 279-282). Paris : Le Seuil.
24. Jouglaire, D., & Steiner, D. D. (2015). Fair leadership : A proactive approach to organizational justice. In S. W. Gilliland, D. D. Steiner, & D. Skarlicki (Eds.), *The social dynamics of organizational justice* (pp. 177-200). Charlotte, NC: Information Age Publishing.
25. Steiner, D. D. (2016). Justice organisationnelle. Dans G. Valléry, M.-E. Bobillier-Chaumon, E. Brangier, & M. Dubois (Ed.), *Psychologie du travail et des organisations : 110 notions clés* (pp. 266-270). Paris : Dunod.
26. Steiner, D. D., & Schmitt, N. (2016). Test use in work settings. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (Eds.), *The ITC international handbook of testing and assessment* (pp. 203-216). New York: Oxford University Press.
27. Steiner, D. D. (2016). La justice organisationnelle : Perspectives sur la bientraitance professionnelle. In J. L. Bernaud, P. Desrumaux, & D. Guédon (Eds.), *La bientraitance professionnelle. Modèles, outils et dispositifs* (pp. 25-38). Paris : Dunod.
28. Steiner, D. D. (2017). Organizational justice for understanding employee health and well-being. In C. Moliner, R. Cropanzano, & V. Martínez-Tur (Eds.), *Organizational justice: International perspectives and conceptual advances* (pp. 160-180). London: Routledge, Taylor and Francis Group.
29. Shen, W., Sackett, P., Lievens, F., ... Steiner, D. D., Rolland-Sayah, F., ... Bertolino, M., et al. (2017). Updated perspectives on the international legal environment for selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Personnel Selection, Second Edition* (pp. 659-677). New York: Routledge.

30. Maia, V., Cambon, L., & Steiner, D. D. (2020). Le genre et le leadership dans les crises : pensez subordonné--pensez femme ? Dans C. Lagabriele, D. Steiner, & A. Battistelli (Eds.), *Carrières, leadership et conflits* (pp. 161-174). Paris : L'Harmattan.
31. Raymondie, R. A., & Steiner, D. D. (2020). Stéréotypes de genre concernant l'expression des émotions : pensez efficace, pensez qui ? Dans C. Lagabriele, D. Steiner, & A. Battistelli (Eds.), *Carrières, leadership et conflits* (pp. 203-217). Paris : L'Harmattan.
32. Steiner, D. D. (2020). [Organizational justice](https://doi.org/10.1093/acrefore/9780190236557.013.555). In *Oxford Research Encyclopedia of Psychology*. Oxford University Press. doi: <https://doi.org/10.1093/acrefore/9780190236557.013.555>

C. Edited Books

- Battistelli, A., Lagabriele, C., & Steiner, D. (Eds., 2020), *Management, innovation et bien-être*. Paris : L'Harmattan.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2001), *Theoretical and Cultural Perspectives on Organizational Justice*. Greenwich, CT : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2002), *Emerging Perspectives on Managing Organizational Justice*. Greenwich, CT : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2003), *Emerging Perspectives on Values in Organizations*. Greenwich, CT : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2005), *What Motivates Fairness in Organizations*. Greenwich, CT : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2007), *Managing Social and Ethical Issues in Organizations*. Greenwich, CT : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2008), *Justice, Morality, and Social Responsibility*. Charlotte, NC : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2011), *Emerging Perspectives on Organizational Justice and Ethics*. Charlotte, NC : Information Age Publishing.
- Gilliland, S. W., Steiner, D. D., & Skarlicki, D. (Eds., 2015), *The Social Dynamics of Organizational Justice*. Charlotte, NC : Information Age Publishing.
- Lagabriele, C., Steiner, D., & Battistelli, A. (Eds., 2020), *Carrières, leadership et conflits*. Paris : L'Harmattan.
- Steiner, D., Battistelli, A., & Lagabriele, C., (Eds., 2020), *Individus et organisations : Evolutions, attitudes et santé au travail*. Paris : L'Harmattan.

D. Documents, Technical Reports, Other Journal Articles

- Farr, J. L., Enscoe, E. E., Steiner, D. D., & Kozlowski, S. W. J. *Factors that influence the technical updating of engineers*. Report to the National Science Foundation (Contract Number: SED80-19680), March, 1984.
- Steiner, D. D. *Experience with work samples outside the U.S.: An Overview*. Report commissioned by the National Academy of Sciences, Committee on the Performance of Military Personnel. December, 1985.

- Steiner, D. D., & Dobbins, G. H. (1987). *The role of work values in leader-member exchange*. Baton Rouge, LA: Louisiana State University, Department of Psychology. (ERIC Document Reproduction Service No. ED 283 071.)
- Steiner, D. D., & Rain, J. S. (1988). *Rating variable performance*. Baton Rouge, LA: Louisiana State University, Department of Psychology. (ERIC Document Reproduction Service No. ED 302770).
- Steiner, D. D. (1997). International Forum: Introduction to a New TIP Feature. *The Industrial/Organizational Psychologist*, 34, 51-53.
- Steiner, D. D. (1997, 1998, 1999, 2000, 2001). International Forum. *The Industrial/Organizational Psychologist*. Articles appeared every issue on some aspect of international Industrial/Organizational Psychology.
- Steiner, D. D. (2002). Review of C. Lévy-Leboyer, M. Huteau, C. Louche, et J.P. Rolland (Eds.), *RH: Les apports de la psychologie du travail. Personnel Psychology*, 55, 554-557.
- Steiner, D. (2006). La notion de justice dans l'entreprise [The notion of fairness in organizations]. *Cerveau & Psycho*, No 18, 40-44.
- Raymondie, R. A., & Steiner, D. D. (2019, janvier). Stéréotypes de genre sur l'expression des émotions : pensez subordonné – pensez femme ? pensez manager – pensez homme ? Rapport de recherche transmis au Territoire du Pays de Martigues, Métropole Aix-Marseille-Provence, France.
- In addition, articles in the popular press have been published based on interviews with me regarding my research (*Le Monde, Nice Matin, DirectNice, HR Today...*)

E. Published Refereed Conference Proceedings

1. Bertolino, M., & Steiner, D. (2005). *Les perceptions de justice dans le recrutement: La perspective d'un groupe minoritaire [Perceptions of justice in hiring: The perspective of a minority group]*. In Battistelli, A., Depolo, M., Fraccaroli, F. (Eds). *La qualité de la vie au travail dans les années 2000*. Proceedings of the 13^{ème} Congrès de Psychologie du Travail et des Organisation de Langue Française. CD-rom. Bologna: CLUEB.
2. Masson-Maret, H., & Steiner, D. D. (2005). *Rôle du climat de justice sur le harcèlement moral et le stress dans une administration [Role of justice climate in mobbing and stress in a public organization]*. In Battistelli, A., Depolo, M., Fraccaroli, F. (Eds). *La qualité de la vie au travail dans les années 2000*. Proceedings of the 13^{ème} Congrès de Psychologie du Travail et des Organisation de Langue Française. CD-rom. Bologna: CLUEB.
3. Steiner, D. D. (2006). *Les perceptions de justice comme mécanisme pour comprendre et combattre les discriminations dans l'emploi [Justice perceptions as a mechanism for understanding and fighting employment discrimination]*. Proceedings of the Colloque « Exclusions et discriminations : comprendre et agir » organisé par l'AFPA/INOIP, Lille, pp. 91-96.
4. Angel, V. & Steiner, D. (2012). Rôle de l'adéquation individu-environnement et du focus régulateur dans les stratégies de performance [Role of person-environment fit and regulatory focus on performance strategies]. *Actes du 16^e Congrès International de Psychologie du Travail de Langue Française, Editions AIPTL*. Paris : L'Harmattan.

5. Giraud, S., Théroutanne, P., & Steiner D. D. (2015). Conceptualization of a technical solution for web navigation of blind people. *Actes de la 27ème conférence francophone sur l'Interaction Homme-Machine*. ACM, IHM-2015, pp. w3, doi>10.1145/2820619.2825004.

CONFERENCE PRESENTATIONS

1. Steiner, D. D. & Farr, J. L. (1983, August). *Career goals and technical obsolescence of engineers*. Paper presented at the Annual Convention of the American Psychological Association, Anaheim, CA.
2. Steiner, D. D. (1986, May). *A cross-cultural examination of satisfaction and Type A behavior*. Paper presented at the 4^e Congrès International de Psychologie du Travail de Langue Française, Montréal, Québec, Canada.
3. Steiner, D. D. & Rain, J. S. (1987, March). *Primacy and recency effects in performance rating*. Paper presented at the Annual Convention of the Southeastern Psychological Association, Atlanta, Georgia.
4. Steiner, D. D. & Dobbins, G. H. (1987, April). *The role of work values in leader-member exchange*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, Inc., Atlanta, Georgia.
5. Steiner, D. D. & Truxillo, D. M. (1987, April). *An improved look at job and life satisfactions*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, Inc., Atlanta, Georgia.
6. Dockery, T. M., & Steiner, D. D. (1988, March). *The initial interaction in LMX: Effects of leader liking and member upward influence*. Paper presented at the Annual Convention of the Southeastern Psychological Association, New Orleans, LA.
7. Wilhelm, C., & Steiner, D. (1988, April). *A comparison of the effects of feedback and rewards on perceptions of control and intrinsic motivation*. Paper presented at the Annual Convention of the Southeastern Psychological Association, New Orleans, LA.
8. Steiner, D. D., & Dobbins, G. H. (1988, April). *The trainer-trainee interaction: An attributional model of training*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, Inc., Dallas, TX.
9. Rain, J. S., & Steiner, D. D. (1988, April). *Contrast effects in the evaluation of performance*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, Inc., Dallas, TX.
10. Steiner, D. D., Lane, I. M., Dobbins, G. H., Schnur, A., & McConnell, S. (1988, August). *Conflicts and contradictions: A review of meta-analyses in personnel and organizational behavior*. Paper presented at the Annual Convention of the Academy of Management, Anaheim, CA.
11. Steiner, D. D., & Rain, J. S. (1988, August). *Rating variable performance*. Paper presented at the Annual Convention of the American Psychological Association, Atlanta, GA.
12. Schnur, A. C., Steiner, D. D., & Blanchard-Fields, F. (1989, August). *The effect of coping on the job-life satisfaction relationship*. Paper presented at Annual Convention of the American Psychological Association, New Orleans, LA.
13. Wilhelm, C. C., & Steiner, D. D. (1989, November). *Member perceptions of fairness and leader-member exchange quality*. Paper presented at the Annual Convention of the

Association for Human Resources Management and Organizational Behavior, Boston, MA.

14. Trahan, W. A., & Steiner, D. D. (1990, April). *Factors affecting supervisors' use of corrective actions following poor performance*. Paper presented at Annual Convention of the Society for Industrial/Organizational Psychology, Miami, FL.
15. Trahan, W. A., & Steiner, D. D. (1990, May). *Effects of leader style on the relationship between attributions and corrective actions*. Paper presented at the Annual Convention of the Midwestern Psychological Association, Chicago, IL.
16. Wilhelm, C.C., Herd, A. M., & Steiner, D. D. (1990, May). *Attributional conflict between managers and subordinates: An investigation of leader-member exchange effects*. Paper presented at the Annual Convention of the Eastern Academy of Management, Buffalo, NY.
17. Dobbins, G. H., Steiner, D. D., Rain, J. S., & Smalley, M. M. (1991, April). *An initial test of an attributional model of training*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, St. Louis, MO.
18. Steiner, D. D., Rain, J. S., & Smalley, M. M. (1992, May). *Rating Distributions of performance: A new type of rating format*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Montreal.
19. Davis, B. W., & Steiner, D. D. (1993, May). *Affect in performance ratings and feedback for the disliked performer*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco.
20. Rain, J. S., & Steiner, D. D. (1993, May). *Supervisor characteristics affecting subordinates' reactions to the performance appraisal interview*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco.
21. Brock, D. B., & Steiner, D. D. (1993, June). *Situational constraints impact computer use more than computer attitudes and demographics*. Paper presented at the Fifth Annual Convention of the American Psychological Society, Chicago.
22. Handler, C. A., & Steiner, D. D. (1994, April). *The effects of expatriate adjustment on method of cognitive processing*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Nashville.
23. Schrader, B. W., & Steiner, D. D. (1995, May). *Effects of different comparison standards on agreement in performance ratings*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Orlando.
24. Steiner, D. D., Haptonstahl, D. E., Trahan, W. A., & Fointiat, V. (1996, April). *Allocations and fairness in reward distributions: Culture and gender effects*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, San Diego.
25. Dew, A. F., & Steiner, D. D. (1997, April). *Inappropriate questions in selection interviews: Interviewer knowledge and applicant reactions*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Saint Louis.
26. Gilliland, S. W., & Steiner, D. D. (1997, April). *Challenges to Structured Interviewing: Interactional and Procedural Justice*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Saint Louis.
27. Steiner, D. D., & Gilliland, S. W. (1997, August). *French student and professional attitudes toward selection techniques*. Paper presented at the Annual Convention of the Academy of Management, Boston.

28. Steiner, D. D. (1998, April). *Innovating organizational justice: Cultural, value, and stakeholders' perspectives*. Co-chair and group leader on theoretical innovations. Round Table at the Annual Convention of the Society for Industrial/Organizational Psychology, Dallas.
29. Steiner, D. D. (1998, September). *La justice organisationnelle dans le recrutement*. [Organizational justice in personnel selection]. Paper presented at the Second International Congress of French Language Social Psychology, Torino, Italy.
30. Steiner, D. D., Guirard, S., & Baccino, T. (1999, April). *Cognitive processing of procedural justice information: Application of the oculometer*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Atlanta.
31. Steiner, D. D., Conte, J., & Guirard, S. (1999, April). *Independent development versus translation of the French time orientation scale*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Atlanta.
32. Steiner, D. D. (1999, June). *Cultural Influences on the Causes and Consequences of Distributive and Procedural Justice*. Paper presented at the International Round Table: Innovations in Organizational Justice, Nice, France.
33. Touzé, P. A., & Steiner, D. D. (2000, September). *L'identification des traits de personnalité prédicteurs de la performance au métier d'aide-soignant*. [The identification of personality traits predictive of performance of health-care workers]. Paper presented at the Third International Conference of Social Psychology in the French Language, Valencia, Spain.
34. Steiner, D. D. (2001, June). *La justice organisationnelle: Synthèse de travaux*. [Organizational Justice: A research summary]. Paper presented at the meeting of the Network of Work Psychology, Lille.
35. Truxillo, D. M., Steiner, D. D., & Gilliland, S. W. (2001, August). *A critical examination of selection justice: Does it really matter ?* Paper presented at the Second International Round Table on Innovations in Organizational Justice. Vancouver, BC, Canada.
36. Steiner, D. D. (2002, April). *Exporting American I/O Psychology: Lessons from abroad*. Chair and Panelist of Panel Discussion Presented at the Annual Meeting of the Society for Industrial/Organizational Psychology, Toronto.
37. Bauer, T. N., Truxillo, D. M., & Steiner, D. (2002, June). *Justice and fairness perceptions: Cross-cultural propositions*. Paper presented at the International Association for Business and Society Annual Conference, Victoria, British Columbia, Canada.
38. Masson-Maret, H., & Steiner, D. (2002, September). *Harcèlement Psychologique et Mobbing: Quel Rôle du Climat de Justice? [Morale Harassment : What's the role of justice climate ?]* Quatrième Congrès International de Psychologie Sociale en Langue Française, Athens, Greece.
39. Finkelstein, R., Steiner, D. & Truchot, D. (2002, September). *Symposium sur la Perception subjective de la justice et relations sociales [Subjective perception of justice and social relations]*. IV^e Congrès International de Psychologie Sociale en Langue Française, Athens, Greece.
40. Bertolino, M., & Steiner, D. D. (2002, September). *Perceptions de la justice organisationnelle des méthodes de recrutement : Etude sur une population italienne [Perceptions of organizational justice and selection methods : A study in an Italian*

- sample*]. IV^e Congrès International de Psychologie Sociale en Langue Française, Athens, Greece.
41. Rolland, F., & Steiner, D. D. (2002, September). *Les effets de la justice procédurale dans un contexte de recrutement simulé [The effects of procedural justice in a simulated selection context]*. IV^e Congrès International de Psychologie Sociale en Langue Française, Athens, Greece.
 42. Grandey, A. A., Fiske, G. M., & Steiner, D. D. (2004, April). *Investigating French and American service workers' reactions to "Service with a smile"*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Chicago.
 43. Bertolino, M., & Steiner, D. D. (2004, April). *Applicant reactions and test performance in French majority and minority populations*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Chicago.
 44. Steiner, D. D. (2004, April). Chair of symposium, *Perceptions of justice in personnel selection: International and minority perspectives*. Annual Convention of the Society for Industrial/Organizational Psychology Chicago.
 45. Bertolino, M., & Steiner, D. (2004, August). *Les perceptions de justice dans le recrutement: La perspective d'un groupe minoritaire [The perceptions of justice in hiring : The perspective of a minority group]*. XIII^e Congrès de Psychologie du Travail et des Organisations de l'AIPTLF, Bologna, Italy.
 46. Masson-Maret, H., & Steiner, D. D. (2004, August). *Rôle du climat de justice sur le harcèlement moral et le stress dans une administration [Role of justice climate in mobbing and stress in a public organization]*. XIII^e Congrès de Psychologie du Travail et des Organisations de l'AIPTLF, Bologna, Italy.
 47. Bertolino, M., & Steiner, D. D. (2004, September). *Les perceptions de justice au prétest et au posttest à un test d'aptitude cognitive et à un test de personnalité [Justice perceptions for a cognitive aptitude test and a personality test pre- and post-test]*. 5^e Congrès International de Psychologie Sociale en Langue Française, Lausanne, Switzerland.
 48. Jouglard-Tritschler, D., & Steiner, D. D. (2005, April). *Validation of the four-factor model of organizational justice in France*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Los Angeles.
 49. Steiner, D. D. (2005, October). *Les apports de la psychologie sociale aux questions de discrimination dans l'emploi [The contributions of Social Psychology to concerns of employment discrimination]*. Paper presented at the Colloque International de Psychologie Sociale Appliquée, Rennes.
 50. Steiner, D. D., & Bertolino, M. (2005, December). *La théorie de la justice organisationnelle et ses apports aux questions de discrimination [Organizational Justice theory and its contributions to concerns of discrimination]*. Paper presented at the Journées d'Etudes sur les Mécanismes, pratiques et représentations de la discrimination : Les approches de la sociologie et de la psychologie sociale. Maison des Sciences de l'Homme, Nice.
 51. Nadisic, T., & Steiner, D. D. (2006, June). *Justice organisationnelle, cultures nationales, et management des ressources humaines [Organizational justice, national culture, and human resources management]*. Paper presented at the Colloque « GRH et Mondialisation », Fribourg, Switzerland.
 52. Steiner, D. D., Bertolino, M., Fraccaroli, F., & Truxillo, D. M. (2007, April). *Justice perceptions of organizational practices concerning older employees*. Communication

- présentée au congrès annuel de la Society for Industrial/Organizational Psychology, New York.
53. Rolland, F., & Steiner, D. D. (2007, April). *Communicating rejection selection decisions: Effects of explanations in the perspective of fairness theory*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, New York.
 54. Angel, V., & Steiner, D. (2007, August). *Vers une approche socio-cognitive de la résistance au changement [Toward a social cognitive approach to the resistance to change]*. Paper presented at the 8^e Congrès International de Psychologie Sociale Appliquée, Besançon, France.
 55. Jouglard-Tritschler, D., Guichet C., de la Fuente-Urene, M.C., & Steiner, D. D. (2007, May). *Employee satisfaction matters: An illustration of the Service-Profit chain at work in Hospitality business*. Paper presented at the XIIIth European Congress of Work and Organizational Psychology (EAWOP), Stockholm, Sweden.
 56. Steiner, D. D. (2008, March). *L'apport de la justice organisationnelle à la lutte contre les discriminations [The contribution of organizational justice to the fight against discrimination]*. Paper presented at the Première Journée d'Etudes de l'Association Française de Psychologie du Travail et des Organisations. Université de Paris X-Nanterre.
 57. Steiner, D. D., & Affourtit, M. (2008, avril). *Success across the working-life span: What is and what should be*. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology, San Francisco.
 58. Anderson, N., Bamberger, P., Chernyshenko, O., Cook, M., Cronshaw, S., Frintrup, A., Koenig, C., Kriek, H., Mladinic, A., Myors, B., Nikolau, I., Sackett, P., Shen, W., Sinangil, H., & Steiner, D. (2008, April). *International perspectives on the legal environment for selection*. Panel discussion at the annual conference of the Society for Industrial/Organizational Psychology, San Francisco.
 59. Jouglard-Tritschler, D., & Steiner, D. D. (2009, April). *Leaders' organizational justice orientation: A construct definition and measurement*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, New Orleans.
 60. Steiner, D. D. (2009, April). *What is age ? What are its consequences ?* Commentaires sur le symposium: *Perceptions of age in the workplace: U.S. and EU perspectives*. Paper presented at the Annual Convention of the Society for Industrial/ Organizational Psychology, New Orleans.
 61. Steiner, D. D., & Wessel, J. (2010, April). *The roles of customer power and justice in emotional labor*. Paper presented at the Annual Convention of the Society for Industrial/Organizational Psychology, Atlanta.
 62. Angel, V., & Steiner, D. (2010, July). *Approche dynamique de l'adéquation individu-environnement –[Dynamic approach of person-environement fit]*. Paper presented at the annual conference of the 16^e Congrès International de Psychologie du Travail de Langue Française, 6-9 juillet 2010 – Lille, France.
 63. Angel, V., & Steiner, D. (2010, December) *PE fit/misfit and regulatory focus: Evidence for different profiles of strategy and performance*. 4th Global e-conference on Fit. www.fitconference.com
 64. Costa, A. B., Steiner, D. D., König, C., Pace, V. L., Truxillo, D. M., & Bauer, T. N. (2011, April). *Decision maker reactions to hiring practices in the United States*. Paper presented

- at the Annual Convention of the Society for Industrial/ Organizational Psychology, Chicago.
65. Bertolino, M., Ocana, T., & Steiner, D. D. (2011, May). *Applicant reactions to the employment interview: A French study*. Paper presented at the Annual Convention of the European Association of Work and Organizational Psychology (EAWOP), Maastricht (The Netherlands).
 66. Bertolino, M., & Steiner, D. D. (2011, May). *Applicant reactions to anonymity in hiring: The case of the CV*. Paper presented at the Annual Convention of the European Association of Work and Organizational Psychology (EAWOP), Maastricht (The Netherlands).
 67. Angel, V., & Steiner, D. (2011, July). *Moderated regression for studying regulatory focus profiles... Why not?* Paper presented at the Small Group Meeting on the application of self-regulation approaches to social psychological phenomena, European Association of Social Psychology, Stockholm, Sweden.
 68. Jouglard, D., & Steiner, D. D. (2011, June). *Fair leadership: A model of leader fairness orientation with an initial validation*. Paper presented at the 2nd International Workshop on Insights in Organizational Justice and Behavioural Ethics, Birmingham, England.
 69. Angel, V. & Steiner, D. (2011, September). *Influence of PE Fit and Approach-Avoidance Motivation on Job Research Concerns*. Paper presented at Vocational Designing and Career Counseling: Challenges and New Horizons, September 12-14, 2011 – Padova, Italy.
 70. Angel, V. & Steiner, D. (2011, September). *Mise en évidence de Différents Profils de Focus Régulateur [Evidence for different profiles of regulatory focus]*. Paper presented at the 53^e Congrès de la Société Française de Psychologie, 7-9 septembre 2011 – Metz, France.
 71. Angel, V. & Steiner, D. (2011, September). *Influence du Focus Régulateur sur le Jugement sur soi et sur autrui [Influence of Regulatory Focus on Self and Other Judgments]*. Paper presented at the 9^e Congrès International de Psychologie Sociale Appliquée, 31 août-2 septembre 2011 – Strasbourg, France.
 72. Bertolino, M., Steiner, D. D., & Zaniboni, S. (2011, November). *Relating psychological age to work and non-work outcomes*. Paper presented at the Small Group Meeting (EAWOP), Age cohorts in the workplace, Rovereto, Italy.
 73. Jouglard, D., & Steiner, D. D. (2012, June). *Proactive organizational justice: Examining the leader's perspective*. Paper presented at the Seventh International Round Table on Innovations in Organizational Justice. Nice, France.
 74. Angel, V., Bertolino, M., Steiner, D. D., van Dick, R., Stegmann, S., Fraccaroli, F., Truxillo, D. M., Zaniboni, S., Peiró, J. M., Garza, A. S., & Morgeson, F. P. (2013, avril). *A cross-cultural work design research incubator*. Symposium lors du congrès annuel de la Society for Industrial/ Organizational Psychology, Houston.
 75. Bertolino, M. & Steiner, D. (2014). *Understanding older workers' attitudes toward employment: the role of perceptions of discrimination and subjective age*. In D. Steiner (Chair), Organizational justice: theoretical advances serving application. Symposium conducted at 28th International Congress of Applied Psychology, Paris, France.
 76. Ocana, T., Bertolino, M. & Steiner, D. (2014). *Fairness perceptions of appropriate and inappropriate selection interview questions*. Poster presented at 28th International Congress of Applied Psychology, Paris, France.

78. Steiner, D. D., & Angel, V. (2014, août). *Comprendre les stratégies de carrière au travers de la perception d'adéquation et des focus régulateurs*. 18e Congrès International de Psychologie du Travail de Langue Française, 26-29 août 2014 – Florence, Italie.
79. Bertolino, M., Steiner, D., & Zaniboni, S. (2015). *I am over 45 and I feel great!* Paper presented at the 3rd Age in the Workplace Small Group Meeting (Limerick, Ireland).
80. Angel, V., & Steiner, D. (2015, May). *Does Fit always rhyme with enthusiasm? Influence of perceived fit on goals and strategies: The moderating role of regulatory focus*. Paper presented at The 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20–23 May, 2015.
81. Giraud, S., Thérouanne, P., Steiner, D. D. (2015, octobre). *Conceptualization of a technical solution for web navigation of visually impaired people*. 27^{ème} conférence francophone sur l'Interaction Homme-Machine, Toulouse, France. ACM, IHM-2015, pp.w3, 2015. <10.1145/2820619.2825004>.
82. Angel, V. & Steiner, D. (2016, August). *Perceived fit as a motivational determinant in career development moderated by regulatory focus*. Paper presented at The 76th Annual Meeting of the Academy of Management - August 5-9, 2016 - Anaheim, California.
83. Ocana, T., Bertolino, M., & Steiner, D. (2017, August). *L'impact des questions inappropriées au recrutement sur les perceptions des candidats et les conséquences organisationnelles*. Paper presented at the 58e Annual Congress of the Société Française de Psychologie, Nice, France.
84. De Macedo Maia, V., & Steiner, D. (2017, August). *Les descriptions et prescriptions des traits liés au genre dans l'allocation de ressources*. Poster presented at the 58th Annual Congress of the Société Française de Psychologie, Nice, France.
85. *Raymondie, R. A., & Steiner, D. D. (2018, July). *Stéréotypes de genre et expression des émotions : penser « bon manager » - penser « homme » ?* Paper presented at the 12th Colloque International de Psychologie Sociale en Langue Française, Louvain-la-Neuve, Belgique.
86. Steiner, D. D. (Chair) (2018, July). *Le Genre dans le Leadership: Pensez leader-pensez qui?* Symposium presented in the 20th Convention of l'Association Internationale de Psychologie du Travail de Langue Française, Bordeaux.
87. *Raymondie, R. A., & Steiner, D. D. (2018, July). *Stéréotypes de genre et expression des émotions : penser « subordonné » - penser « femme » ?* In D. D. Steiner (Chair), *Le Genre dans le Leadership: Pensez leader-pensez qui?* Symposium presented in the 20th Convention of l'Association Internationale de Psychologie du Travail de Langue Française, Bordeaux, France.
88. Maia*, V., Cambon, L., Steiner, D. D. (2018, July). *L'influence de la nature de la crise dans l'évaluation des caractéristiques du leadership*. In D. D. Steiner (Chair), *Le Genre dans le Leadership: Pensez leader-pensez qui?* Symposium presented in the 20th Convention of l'Association Internationale de Psychologie du Travail de Langue Française, Bordeaux.
89. *Raymondie, R. A., & Steiner, D. D. (2019, May). *Keep a cool head and a warm heart: The moderating role of leader gender and emotional labor strategy in follower reaction to leader emotion expression*. Poster presented at the 19th Congress of the European Association of Work and Organizational Psychology, Torino, Italy.
90. *De Macedo Maia, V., *Raymondie, R. A., Cambon, L., & Steiner, D. D. (2019, May). *How organizational context and climate determine leader behavior and fear of backlash in*

- crises*. Oral presentation at the 19th Congress of the European Association of Work and Organizational Psychology, Torino, Italy.
91. *Raymondie, R. A., & Steiner, D. D. (2021, mars). Le rôle de l'expérience affective et des stéréotypes de genre dans les réactions à l'expression émotionnelle des leaders. Dans C. Desjardins (Coordinatrice), *regards croisés sur la carrière professionnelle des femmes : un parcours comportant de nombreux défis*. Symposium présenté au 31^{ème} Congrès de l'Association Francophone de Gestion des Ressources Humaines, Tours, France.
 92. *Maia, V. & Steiner, D. D. (2021, mars). Dans C. Desjardins (Coordinatrice), *regards croisés sur la carrière professionnelle des femmes : un parcours comportant de nombreux défis*. Symposium présenté au 31^{ème} Congrès de l'Association Francophone de Gestion des Ressources Humaines, Tours, France.
 93. M. Adrian-Scotto, S. Antonczak, X. Corveleyn, R. *Bartoletti, D. Steiner, ODOJAZZ : une expérience de perception multimodale, Journée d'Etude "Le parfum, un matériau pour la création en design", Toulouse, France (2021).
 94. M. Adrian-Scotto, S. Antonczak, X. Corveleyn, R. *Bartoletti, D. Steiner, Quand les parfums se mêlent à la musique : l'expérience ODOJAZZ, Semaine du Son de l'UNESCO, Journée "Sons et Soins", Nice, France (2021).
 95. *Andrieu, C. & Steiner, D. D. (2021, juillet). *Impuissance acquise par l'expérience d'injustices au travail*. Communication lors du 21^e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Paris.
 96. *Maugue, A., & Steiner, D. D. (2021, juillet). *Bien-être et santé au travail des musiciens d'orchestre professionnels*. Communication lors du 21^e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Paris.

INVITED CONFERENCES

These conferences are of two kinds: Some are presented to other researchers in psychology at various universities; the others are geared to informing the general public or managers of knowledge developed in I/O Psychology.

1. *Variability in Performance Appraisal*. Université de Provence, Aix-en-Provence, November, 1993.
2. *The Application of Organizational Justice to Personnel Selection*. Université de Montpellier, January, 1997.
3. *The Application of Organizational Justice to Personnel Selection*. Université de Grenoble, April, 1997.
4. *American Industrial Psychology in Europe--What Applies?* Instituto Superior da Maia, Portugal, May 29, 1998.
5. *Industrial Psychology in France*. Bowling Green State University, Bowling Green, Ohio, USA, April, 1998.
6. *Organizational Justice*. Université de Nice, November, 1998.
7. *Organizational Justice in Personnel Selection*. Université de Poitiers, March, 1999.
8. *Where Does Industrial/Organizational Psychology Fit into French Psychology?* Georgia Institute of Technology, Atlanta, Georgia, April, 1999.
9. *Applications of organizational justice to personnel selection*. University of Amsterdam, May, 1999.

10. *Organizational Justice: Applications in Personnel Selection*. Université de Paris X, May, 2000.
11. *Organizational Justice: Research Program since 1994*. Université de Aix-Marseille 1, June, 2002.
12. *Organizational Justice: Theory and Applications in the Personnel Selection Field*. Université de Montpellier III :
 - a. Laboratoire de Psychologie sociale, February, 2003.
 - b. Business School, February, 2003.
13. *Organizational Justice: Research in progress*. University of Arizona, March, 2004.
14. *Organizational Justice Research at the University of Nice-Sophia Antipolis*. Université d'Utrecht, Pays-Bas, June, 2004.
15. *The Social Psychology of Justice and its Applications in Organizations*. Université de Genève, June, 2006.
16. *Justice Perceptions for Understanding and Fighting Employment Discrimination*. In the Conference on "Exclusions and discriminations: Understanding and Acting", Lille, Nov., 2006.
17. *Stereotypes as an obstacle to the equality of men and women*. In the Conference on "Equality between men and women: A strength for organizations", Nice, March, 2007.
18. *Improving Performance by Instilling a Climate for Fairness in Employee Relations*. Conference presented for organizational managers, Université de Nice, June, 2007.
19. *Organizational Justice in Human Resources Practices*. l'Université de Zurich, March, 2009.
20. *The feeling of fairness at work*. Conference for the association AVARAP06, Sophia Antipolis, October, 2009.
21. *Technology and personnel selection*. Sophia Antipolis, November, 2009.
22. *Organizational Justice: Become an effective organization and reduce discrimination*. Paris, January, 2010.
23. *Emotional Labor: Considerations of culture and customers*. Université de Nice-Sophia Antipolis, May, 2010.
24. *Organizational Justice: Principles and Research Trends*. University of Valencia, Spain, June, 2010.
25. *Current Perspectives on Fairness in Personnel Selection*. University of Valencia, Spain, June, 2010.
26. *Organizational justice and employee well-being*. Conference for Occupational Doctors, l'AMETRA06, June, 2010.
27. *Emotional Labor: The importance of personal control for employee well-being*. Université de Paris Ouest Nanterre la Défense, Nov., 2010.
28. *Toward a proactive approach to justice in organizations*. Université Blaise-Pascal, Clermont-Ferrand, June, 2011.
29. *L'application des principes de justice organisationnelle dans l'évaluation des candidats*. Conférence présentée dans le cadre de « Performanse Day », Julhiet Groupe, Paris, 26 juin 2014.
30. *L'Environnement du travail, santé et performance : Perspectives de recherches récentes*. Conférence présentée au 1er Forum de l'Association des Psychologues du Travail et des Organisations de la région PACA, 28 juin 2014.

31. *Injustice ou justice organisationnelle : Implications pour le bien-être et la santé au travail.* Conférence présentée lors de la journée recherche et formation, De la souffrance liée au travail à la bientraitance. Université de Lille, 6 mars 2017.