Research interests
I research what influences people’s perceptions of visible and invisible harms in their social environments. Unlike the more visible threats that can unify and inspire immediate, coordinated action (e.g., a fire threatening a community), invisible harms often trigger divisions due to their ambiguity and differences in people’s perceptions, interpretations, and proposed solutions.
I am interested in how people perceive such harms they cannot see and how they seek to resolve them. For instance, if there are vast differences in perceptions of what is harmful, whose reality should guide social norms, and how should organizations respond? Which well-meaning efforts to resolve them only lead to short-term safety at the expense of long-term peace?
My colleagues and I have been exploring the implications of these questions for contexts ranging from allegations of non-physical mistreatment at work to Covid-19, and we are always interested in engaging with people with different views on these topics.

Employment
Assistant Professor
Organizational Psychology
University of Groningen
1-Oct-2022 → 1-Apr-2024

Lecturer
University of Otago
Dunedin, New Zealand

Research outputs
The dark side of belief in Covid-19 scientists and scientific evidence

Artificial Intelligence Can't Be Charmed: The Effects of Impartiality on Laypeople's Algorithmic Preferences

The vigilante identity and organizations

The new normal: Covid-19 risk perceptions and support for continuing restrictions past vaccinations

When organizational justice enactment is a zero-sum game: A trade-offs and self-concept maintenance perspective

Perceived fairness of faculty governance: a study of 51 countries
Moralization of Covid-19 health response: Asymmetry in tolerance for human costs

The Coddling of the American Mind: How Good Intentions and Bad Ideas Are Setting Up a Generation for Failure

Insecurity in the Ivory Tower: Direct and indirect effects of pay stagnation and job insecurity on faculty performance

Allegations of mistreatment in an era of harm avoidance: Taboos, challenges, and implications for management

Organizational justice enactment: An agent-focused review and path forward

The Fair Process Effect in the Classroom: Reducing the Influence of Grades on Student Evaluations of Teachers

Organizational Justice Comes of Age: Review of the Oxford Handbook of Justice in the Workplace

Leader-member exchange: Moderating the health and safety outcomes of job insecurity

Pressure to produce = pressure to reduce accident reporting?

Consideration of future safety consequences: A new predictor of employee safety

The Effect of Consideration of Future Consequences on Quality and Quantity Aspects of Job Performance

A Swiss-US Comparison of the Correlates of Job Insecurity

Evaluating the Psychometric and Measurement Characteristics of a Measure of Sexual Orientation Harassment

Prizes
Allegations of mistreatment in an era of harm avoidance: taboos, challenges, and implications for management
Graso, Maja (Recipient), Reynolds, T. (Recipient) & Grover, S. (Recipient), Aug-2021