

**Department of Psychology**

**Annual Report for Full-Time Faculty Members**

**Period Covered: July 1, 2016 to June 30, 2019**

**Date: October 28, 2017**

**Name: John Meyer**

**Rank: Professor**

**Date tenured (if applicable): July 1, 1988**

**Qualifications (attained or in progress):**

Degree	University	Department	Year
BA	Western Ontario	Psychology	1972
MA	Western Ontario	Psychology	1975
PhD	Western Ontario	Psychology	1978

**Areas of Academic Responsibility:**

**Unit Normal Workload:**

July 1, 2016 – December 31, 2016: Teaching 40%, Research 40%, Service 20%  
January 1, 2017 – present: Teaching 30%, Research 50%, Service 20%

**Details of any Joint Appointments (if applicable):**

**Alternative Workload and/or Reduced Workload:** (per agreements in Official File)

***Record of Performance in Teaching:*** (preceding three academic years [July 1, 2016 to June 30, 2019], to include the following as applicable).

**List of courses taught (undergraduate and graduate)**

Term/Year	Course # and Section #	Course Title
2016-17	Psychology 2660a Psychology 4690G Psychology 9631	Introduction to Industrial and Organizational Psychology Motivation and Leadership Research Methods in I/O Psychology

2017-18	none	
2018-19	none	

**Peer Evaluations of Teaching (if any):**

**Curriculum Development (if any):**

**Undergraduate Supervision**

C. Leonard, 2016-17, honors thesis supervision  
 S. Daljeet, 2018-19, honors thesis supervision

**Graduate Supervision**

C. Politis, MSc, I/O Psychology, 2016-17  
 B. Anderson, PhD, I/O Psychology, 2016 – present  
 J. Choi, PhD, I/O Psychology, 2016 – present  
 C. Vaters, PhD., I/O Psychology, 2016 – present  
 J. Espinoza, PhD, I/O Psychology, 2016 - present

**Graduate Advisory Committees**

C. Cragg, MSc, I/O Psychology, 2017  
 R. Factor, MSc, I/O Psychology, 2017  
 N. Baird, MSc, I/O Psychology, 2018-19  
 T. Coppins, MSc, I/O Psychology, 2018-19  
 H. Lee, PhD, I/O Psychology, 2017 – present  
 E. Sutherland, PhD, I/O Psychology, 2019 – present  
 J. McMenamin, PhD, I/O Psychology, 2019 – present

**Graduate Examining Committees**

C. Cragg, MSc, I/O Psychology, 2017  
 R. Factor, MSc, I/O Psychology, 2017  
 N. Baird, MSc, I/O Psychology, 2019  
 T. Coppins, MSc, I/O Psychology, 2019

**Other Graduate Education Contributions**

**Comprehensive Committees**

J. McMenamin - 2018

A. McGregor, N. Ouslis, E. Sutherland - 2019

## Postdoctoral Supervision

## Teaching Awards or Recognition

## Other Contributions to Teaching

Guest Speaker: Dan Management Student Association & Western Psychology Association, Organizational Psychology in Action Event, March 2017

**Record of Performance in Research:** (preceding three academic years [July 1, 2016 to June 30, 2019], to include the following as applicable).

## Refereed Journal Publications

Espinoza, J.A., Daljeet, K.N., & Meyer, J.P. Establishing the structure and replicability of personality profiles using the HEXACO-PI-R. *Nature: Human Nature* (invited to revise and resubmit). (Worked with student on all phases of the project other than analyses.)

Anderson, B.K., Meyer, J.P. Vaters, C., & Espinoza, J.A. (2019, in press). Measuring personal growth and development in context: Evidence of validity in educational and work settings. *Journal of Happiness Studies*. (Joint first author)

Morin, A.J.S., Gallagher, D.G., Meyer, J.P., Litalien, D., Clark, P.F. (2019, in press). Investigating the dimensionality and stability of union commitment profiles over a 10-year period: A latent transition analysis. *Industrial Labor Relations Review*. (Aided in the development of conceptual arguments and in writing of the Introduction and Discussion section)

Parfyonova, N.M., Meyer, J.P., Espinoza, J.A., Anderson, B.K., Cameron, K.A., Daljeet, K.N., & Vaters, C. (2019). Managerial support for employees' psychological needs: A multidimensional approach. *Canadian Journal of Behavioural Science*, 51(2), 122-134. (Joint first author with my PhD student. Involved other students as part of a course project.)

Meyer, J.P., Morin, A.J.S., Stanley, L.J., & Maltin, E.R. (2019). Teachers' dual commitment to the organization and occupation: A person-centered investigation. *Teaching and Teacher Education*, 77, 100-111. (Joint first author. Paper was based on and extending my PhD student's [Maltin] dissertation.)

Espinoza, J.A., Meyer, J.P., Anderson, B.K., Vaters, C., & Politis, C. (2018). Evidence for a bifactor structure of the Scales of Psychological Well-being using exploratory structural equation modeling. *Journal of Well-being Assessment*, 2, 21-40. (Contribute to all phases of the project except analyses with my graduate students.)

- Meyer, J.P., Morin, A.J.S., & Wasti, A. (2018). Employee commitment before and after an economic crisis: A stringent test of profile similarity. *Human Relations*, 71(9), 1204-1233. (Joint first author. Responsible for conceptual development of the project and much of the writing.)
- Daljeet, K.N., Bremner, N.L., Giammarco, E.A., Meyer, J.P., & Paunonen, S.V. (2017). Taking a person-centered approach to personality: A latent-profile analysis of the HEXACO model of personality. *Journal of Research in Personality*, 70, 241-251. (Worked with students to develop and frame the research question, design analyses, and write the manuscript.)
- Meyer, J.P. (2017). Has employee engagement had its day: What's next and does it matter? *Organizational Dynamics*, 46, 87-95.
- Kam, C., Morin, A.J.S., Meyer, J.P., & Topolnytsky, L. (2016). Are commitment profiles stable and predictable? A latent transition analysis. *Journal of Management*, 42, 1462-1490. (Supervised Topolnytsky's dissertation that served as a data source, conceptualized the research question, and wrote most of the Introduction and Discussion)

### **Books, Monographs, Book Chapter**

- Meyer, J.P. (2019, in press). Design and application of employee engagement surveys: An evidence-based approach. In W.H. Macey and A.A. Fink (Eds.), *Employee Surveys and Sensing*. New York: Oxford University Press.
- Meyer, J.P. (2019, in press). Commitment at work: Past, present, and future. In P. Graf & D.J.A. Dozois (Eds.), *Handbook on the State of the Art in Applied Psychology*. New York: John Wiley & Sons.
- Meyer, J.P. (Ed.) (2016), *Handbook of Employee Commitment*. Cheltenham, UK: Edward Elgar Publishing.
- Chris, A.C., Maltin, E.R., & Meyer, J.P. (2016). Employee commitment and well-being. In J.P. Meyer (Ed.). *Handbook of Employee Commitment* (pp. 235-247). Cheltenham, UK: Edward Elgar Publishing. (Supervised the project and did much of the writing.)
- Meyer, J.P. (2016). Employee commitment: An introduction and roadmap. In J.P. Meyer (Ed.). *Handbook of Employee Commitment* (pp. 3-12). Cheltenham, UK: Edward Elgar Publishing.
- Meyer, J.P. (2016). Employee commitment: Looking back and moving forward. In J.P. Meyer (Ed.). *Handbook of Employee Commitment* (pp. 511-527). Cheltenham, UK: Edward Elgar Publishing.
- Meyer, J.P. & Anderson, B.K. (2016). Action commitments. In J.P. Meyer (Ed.). *Handbook of*

*Employee Commitment* (179-191). Cheltenham, UK: Edward Elgar Publishing.  
(Structured the chapter and did most of the writing.)

Meyer, J.P. & Espinoza, J.A. (2016). Occupational commitment. In J.P. Meyer (Ed.).  
*Handbook of Employee Commitment* (135-149). Cheltenham, UK: Edward Elgar  
Publishing. (Structured the chapter and did most of the writing.)

Stanley, D.J., & Meyer, J.P. (2016). Employee commitment and performance. In J.P. Meyer  
(Ed.). *Handbook of Employee Commitment* (pp. 208-221). Cheltenham, UK: Edward  
Elgar Publishing. (Assisted in structuring the chapter and doing some of the writing.)

## **Refereed Conference Proceedings**

### **Other Publications**

Meyer, J.P. (2018). Is employee commitment still relevant in an era of change. *Psynopsis*,  
*40*(3), 14-15. (Invited submission to special issue "Psychology: Connecting Science to  
Solutions.)

Meyer, J.P. (2016). Workplace commitment. In Wilkinson, A. & Johnstone, S. (Eds.)  
*Encyclopedia of Human Resource Management* (pp. 52-53), Edward Elgar.  
Cheltenham, UK.

### **Presentations**

Daljeet, K.N., Espinoza, J.A., & Meyer, J.P. (2019, May). Profiles of personality: Evidence for  
a stable profile structure of the HEXACO trait dimensions. In M. Gagné (Chair), *The  
demonstrated utility of person-centered analyses in work psychology*. Symposium  
presented at the Congress of the European Association for Work and Organizational  
Psychology, Turin, Italy. (Peer reviewed. Worked with student on all phases of the  
project other than analyses.)

Espinoza, J.A., Daljeet, J.A., & Meyer, J.P. (2019, June). *Testing the factor structure and  
gender invariance of the HEXACO-100 using exploratory structural equation modeling*.  
Poster presented at the annual meeting of the Canadian Psychological Association,  
Halifax, NS. (Peer reviewed. Worked with student on all phases of the project other  
than analyses.)

Ilic, T., Tian, A., Meyer, J.P., & Pepper, D.S. (2019, August). *Leadership and follower trust:  
The role of Machiavellian behavior*. Paper presented at the annual conference of the  
Academy of Management, Boston, MA. (Peer reviewed. Reconceptualized a project  
based on Ilic's dissertation supervised by Pepper. Wrote much of the text.)

Meyer, J.P., Vaters, C., Espinoza, J.A., & Anderson, B.K. (2019, May). Self-determination  
theory at work: A test of some basic assumptions. In M. Gagné (Chair), *Quality of work  
motivation matters more than quantity: A meta-analysis, a new measure, and the*

*weakness of monetary incentives*. Invited symposium presented at the 7th International Self-determination Theory Conference, Egmond aan Zee, New Amsterdam. (Part of an invited symposium. Supervised the work of graduate students and wrote most of the manuscript.)

Meyer, J.P. (2018, June). *Commitment in the workplace: Past, present and future*. Invited State of the Art Address at the International Congress of Applied Psychology, Montreal, PQ.

Meyer, J.P. (2018, November). *Employee engagement: An evidence-based guide to practice*. Invited colloquium, Curtin Graduate School of Business, Curtin University, Perth Australia.

Meyer, J.P. (2017, October). *Commitment in the workplace: Theory, research and application*. Invited colloquium, Curtin Business School, Curtin University, Perth Australia.

Meyer, J.P. (2017, November). *Applications of a person-centred strategy in organizational behaviour research*. Invited colloquium, Business School, University of Western Australia, Perth, Australia.

Cameron, K.A., Anderson, B.K., Daljeet, K.N., Espinoza, J.A., Vaters, C., & Meyer, J.P. (2017, June). *Need-supportive management, need satisfaction, and performance: Test of a mediation model*. Poster presented at the annual meeting of the Canadian Psychological Association: Toronto, Canada. (Peer reviewed. Based on a class project that I supervised.)

Espinoza, J.A., Politis, C., Vaters, C., Anderson, B.K., Zhang, I., Leonard, C., & Meyer, J.P. (2017, May). *New evidence for the multidimensionality of Ryff's Scales of Psychological Well-being using exploratory structural equation modeling*. Poster presented at the annual meeting of the Association for Psychological Science, Boston, MA. (Peer reviewed. Based on a lab project that I supervised.)

Leonard, C., Politis, C., Zhang, I., Vaters, C., Espinoza, J.A., Anderson, B., & Meyer, J.P. (2017, June). *Understanding personal growth and development: The rich get richer*. Poster presented at the annual meeting of the Canadian Psychological Association: Toronto, Canada. (Peer reviewed. Based on a lab project that I supervised.)

Vaters, C., Anderson, B.K., Espinoza, J.A., Politis, C., & Meyer, J.P. (2017, June). *Self-determination theory: A test of some basic assumptions*. Poster presented at the annual meeting of the Canadian Psychological Association: Toronto, Canada. (Peer reviewed. Based on a lab project that I supervised.)

## **Awards and Honours**

Feature Interview for Canadian Society for Industrial and Organizational Psychology Newsletter, 2016.

Invited State of the Art Address at the International Congress of Applied Psychology, Montreal, PQ.

## Grants in Support of Research

Social Sciences and Humanities Research Council and Defence Research and Development Canada: "Multiple form and foci of workplace commitment: A profile approach" - \$99,989 total.	2019-22
Western University Internal: "Multiple forms and foci of workplace commitment: A profile approach" - \$5000 total.	2018-19
Social Sciences Faculty Research Development Grant: "Profiling personality: A latent profile approach to the identification of personality types" - \$10,000 total.	2018-19
Mitacs Accelerate: "Assessing trust in artificial intelligence technology in the context of workplace relations" (Co-supervisors: A. Benson & JP Meyer; Intern: J. McMenamin) - \$30,000 total.	2017-18
Australia Research Council (Linkage Project with New South Wales Police Force): "May the force be with you: Furthering fresh futures for NSW police psychological strengths, well-being, and retention." (Partner Investigator with R. Craven, H. Marsh, A. Morin, M. Vickers, M. Kennedy, P. Parker, & P. Birch – Chief Investigators) - \$542,610.00 (\$362,610.00 from ARC and \$180,000 from NSWPF)	2014-18
Social Sciences and Humanities Research Council of Canada: "Commitment within and across cultures: What role(s) do values play?" - \$93,289.00 total.	2014-17

## Other Research Contributions

### Google Scholar Citations

2016: 8259

2017: 8315

2018: 8137

**Record of Performance in Service:** (preceding three academic years [July 1, 2016 to June 30, 2019], to include the following as applicable). Details of:

**Committee Membership**

Departmental Committees

<b>Committee</b>	<b>Start Date</b>	<b>End Date</b>	<b>Frequency of Meetings</b>	<b>Number of Meetings Attended</b>	<b>Description of Work of Committee</b>
Appointments	2016	2017	>10	>10	Vetting selection of new faculty hires
Space	2016	2017	Approx. 3 plus email	All	Review of space use in Department
Nominations	2017	2018	1 plus several email	All	Develop slate of candidates for Department committees
I/O Area Search	2016	2019	Numerous	Most	Screen and vet applications for the I/O area faculty position

Faculty Committees

<b>Committee</b>	<b>Start Date</b>	<b>End Date</b>	<b>Frequency of Meetings</b>	<b>Number of Meetings Attended</b>	<b>Description of Work of Committee</b>

University Committees

<b>Committee</b>	<b>Start Date</b>	<b>End Date</b>	<b>Frequency of Meetings</b>	<b>Number of Meetings Attended</b>	<b>Description of Work of Committee</b>

External Committees

<b>Committee</b>	<b>Start Date</b>	<b>End Date</b>	<b>Frequency of Meetings</b>	<b>Number of Meetings Attended</b>	<b>Description of Work of Committee</b>
Ivey Business	2016	2018	2/3 per	All	Search journals for



School Best Leadership Article Committee			year plus email		leadership articles a given year and decide on best article for award

**Administrative Appointments**

**External Service**

***Editorial Board Memberships (2016-19):***

Journal of Personnel Psychology  
Testing, Psychometrics, Methodology in Applied Psychology

***Reviewer (2016-17):***

European Journal of Work & Organizational Psychology (1)  
International Journal of Human Resource Management (1)  
International Journal of Human Resource Development and Management (1)  
Journal of Organizational Behavior (1)  
Organizational Dynamics (1)  
Organizational Research Methods (1)

***Reviewer (2017-18):***

European Journal of Work & Organizational Psychology (1)  
Human Relations (4)  
International Journal of Human Resource Management (1)  
International Journal of Human Resource Development and Management (1)  
Journal of Personnel Psychology (1)  
Organizational Research Methods (1)

***Reviewer (2018-19):***

Australian Journal of Psychology (1)  
Canadian Journal of Behavioral Science (1)  
Employee Relations (1)  
Human Relations (1)  
Journal of Managerial Studies (1)  
Journal of Personnel Psychology (1)  
Journal of Organizational Behavior (1)  
Military Psychology (1)

***Granting Committee/Panels (2016-2019):***

Member - Canada Research Chair College of Reviewers (2 reviews)

***Grant Reviews (2018-19):***

Mitacs (1)  
Social Sciences and Humanities Research Council (1)

### **Conference Committees**

Member, Organizing Committee

The Ohio State University Conference on  
Commitment, 2016-17

Track Chair (Research Methods)

Australia and New Zealand International  
Business Association Conference, 2018-19

### **External Examiner**

J. Fadlinsyah, Faculty of Business, University of Canberra, Australia, external examiner, 2018

C. Yam, Curtin Business School, Curtin University, Perth, Australia, PhD candidacy, 2019

H. Achele, University of New South Wales, Sydney, Australia, external examiner, 2019

W-G Tang, HEC, University of Montreal, external examiner, 2019

### **Other Service Activities**

Chair, I/O Area, 2016 - present

Member, CivicAction Champion's Counsellor for Workplace Mental Health, 2016-18

Media Interviews: Lexis Nexis, Apr. 2016.

**Paid Activities Report:** Each Full-Time Member who engages in significant Paid Professional Activities outside the Member's Academic Responsibilities in the previous academic year shall submit a Paid Activities Report as part of the Member's Annual Report, covering the period in question, as required by the *Conflict of Interest and Conflict of Commitment* article. The Paid Activities Report shall include:

- (a) the total time involved in each Paid Professional Activity and a brief description of the activities involved;
- (b) any significant use of University resources in any Paid Professional Activity.

**Other Material for Consideration:** In this section the Member may include any other material or information that is relevant for assessment relating to the Member's Academic Responsibilities, including an up-to-date curriculum vitae. Attachments may be included as appropriate.