

CURRICULUM VITAE

Christopher T. H. Miners

Stephen J. R. Smith School of Business
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FACULTY POSITIONS

Queen's University

Associate Professor of Organizational Behaviour
Assistant Professor of Organizational Behaviour

2014 - Present
2008 - 2014

EDUCATION

University of Toronto

Ph.D. in Organizational Behaviour and Human Resource Management
Minors in Statistics and Industrial Relations

2003 - 2008

McGill University

Bachelor of Science, First Class Honours Degree in Psychology

1997 - 2001

RESEARCH INTERESTS

My research investigates abilities, personality traits, and intra- and interpersonal processes that facilitate job performance and promote well-being. The focus of my first line of research is on emotional intelligence. The focus of my second line of research is on the antecedents and the consequences of counternormative behaviour in group contexts.

PUBLICATIONS

1. Refereed Journal Articles

Packer, D. J., Miners, C. T. H., & Ungson, N. D. (in press). Benefiting from diversity: How groups' coordinating mechanisms affect opportunities for marginalized individuals to lead. *Journal of Social Issues*.

Miners, C. T. H., Côté, S., & Lievens, F. (in press). Assessing the validity of emotional intelligence measures. *Emotion Review*.

Packer, D. J., & Miners, C. T. H. (2014). Tough love: The normative conflict model and a goal system approach to dissent decisions. *Social and Personality Psychology Compass*, 8, 354-373.

Packer, D. J., & Miners, C. T. H. (2012). At the first sign of trouble or through thick and thin? When nonconformity is and is not disengagement from a group. *Journal of Experimental Social Psychology*, 48, 316-322.

Côté, S., Lopes, P. N., Salovey, P., & Miners, C. T. H. (2010). Emotional intelligence and leadership emergence in small groups. *Leadership Quarterly*, 21, 496-508.

Côté, S., & Miners, C. T. H. (2006). Emotional intelligence, cognitive intelligence, and job performance. *Administrative Science Quarterly*, 51, 1-28.

D'Antono, B., Moskowitz, D. S., Miners, C. T. H., & Archambault, J. (2005). Gender and communal trait differences in the relations among social behavior, affect arousal, and cardiac autonomic control. *Journal of Behavioral Medicine*, 28, 267-279.

2. Book Chapters

Miners, C. T. H., & Hideg, I. (2015). Emotional intelligence and competencies. In J. D. Wright (Ed.), *International Encyclopedia of Social and Behavioral Sciences* (2nd ed., Vol. 7, pp. 445-451). Oxford: Elsevier.

Côté, S., Moon, S., & Miners, C. T. H. (2008). Emotion regulation in the workplace. In C. L. Cooper & N. M. Ashkanasy (Eds.), *Research companion to emotion in organizations* (pp. 284-300). London: Edward Elgar.

Côté, S., Miners, C. T. H., & Moon, S. (2006). Emotional intelligence and wise emotion regulation in the workplace. In W. J. Zerbe, N. Ashkanasy, & C. E. J. Härtel (Eds.), *Research on emotions in organizations: Individual and organizational perspectives on emotion management and display* (Vol. 2, pp. 1-24). Oxford: Elsevier.

3. Media Coverage of Research

The Discovery Channel (Web Site)

The Economist (Global Executive)

Government of Canada (Public Service Commission of Canada)

Institute of Electrical and Electronics Engineers (World Bytes)

PRESENTATIONS

Clegg, K.-A., Moskowitz, D. S., Miners, C. T. H., Andrevski, G., & Sadikaj, G. (2016). Interpersonal performance outcomes of interpersonal spin: Spin and proficiency as a teammate. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Miners, C. T. H., Packer, D. J., Wohl, M. J. A., & Dupuis, D. (2015). Tough love for the long haul: How dissent decisions are influenced by temporal perspective. Paper presented at the annual meeting of the Society for the Study of Motivation/Association for Psychological Science, New York, NY.

Packer, D. J., & Miners, C. T. H. (2014). Taking the long view: A goal systems approach to dissent decisions. Paper accepted for presentation at the annual meeting of the Society for Personality and Social Psychology, Austin, TX. (*Presentation cancelled due to inclement weather preventing travel*)

Fiske, G. M., & Miners, C. T. H. (2013). The importance of being earnest: Disentangling emotional authenticity from sincerity. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Miners, C. T. H., Packer, D. J., & Liu, J. (2013). Fighting the good fight: Persisting in dissent requires self-regulatory resources. Paper accepted for presentation at the annual meeting of the Academy of Management, Orlando, FL. (*Withdrawn due to the proximity of the annual meeting to impending parental responsibilities*)

Packer, D. J., & Miners, C. T. H. (2013). A self-control perspective on dissent within groups. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Packer, D. J., & Miners, C. T. H. (2012). Criticism wrought of care: An examination of ingroup criticism and opinion expression in service of collective interests. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Côté, S., McCarthy, J. M., Moon, S., Zhao, W., Miners, C. T. H., & Yip, J. (2007). The conceptualization and measurement of workplace anxiety. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Côté, S., & Miners, C. T. H. (2007). Emotional intelligence, positive emotions displays, and leadership emergence. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

GRANTS AND FELLOWSHIPS

Social Sciences and Humanities Research Council of Canada **2013 - 2018**
Insight Grant: Interpersonal consequences of within person variability
Principal Investigator: Debbie S. Moskowitz
Co-Investigators: Goce Andrevski and Christopher T. H. Miners (*listed alphabetically*)
\$295,250

Social Sciences and Humanities Research Council of Canada **2010 - 2015**
Standard Research Grant: The virtues and vices of emotional intelligence at work
Sole Principal Investigator
\$82,911

Queen's School of Business General Research Grant **2008 - Present**
\$3755

University of Toronto Open Doctoral Fellowship **2003 - 2008**
\$115,000

STUDENT SUPERVISION

1. Graduate Students

Nick D. Ungson **2017 - Present**
Committee Member,
Ph.D. in Psychology at Lehigh University
From joke to woke: The effect of humorous ingroup criticism on openness to dissent

Michael Wynes **2017 - Present**
Committee Member,
Ph.D. in Management at Queen's University
The heart of the matter: How anger and fear guide investors after a negative earnings surprise

Julie Weatherhead **2014 - Present**
Committee Member,
Ph.D. in Management at Queen's University
Emotional intelligence, leadership, and followership

Madeleine T. D'Agata	Committee Member, Ph.D. in Psychology at Queen's University	2013 - 2017 (Completed)
	<i>The role of self-concealment and perfectionistic self-presentation in concealment of psychache and suicide ideation</i>	
Kaylee De France	Internal/External Committee Member, M.Sc. in Psychology at Queen's University	2013 - 2015 (Completed)
	<i>Regulation of emotion systems: Assessing acts of down-regulation of negative emotions</i>	
Melanie McDougall	Supervisor, M.Sc. in Management at Queen's University	2013 - 2014 (Completed)
	<i>Incapable or unwilling? The role of emotional intelligence in creating and claiming value in negotiations</i>	
Alexandra Irwin	Internal/External Committee Member, M.Sc. in Psychology at Queen's University	2012 - 2014 (Completed)
	<i>Emotion recognition in youth chronically victimized by their peers</i>	
Monica Haberl	Supervisor, M.Sc. in Management at Queen's University	2012 - 2013 (Completed)
	<i>Social roles and shifting standards: Perceptions of emotional competence vary as a function of gender</i>	
Nam Kyoon Kim	Second Reader, M.Sc. in Management at Queen's University	2012 - 2013 (Completed)
	<i>The effect of CEO interpersonal spin on firm competitive behaviour</i>	
Madeliene T. D'Agata	Internal/External Committee Member, M.Sc. in Psychology at Queen's University	2011 - 2013 (Completed)
	<i>The effect of lying on self-control depletion</i>	
Amy Akers	Committee Member, Ph.D. in Management at Queen's University	2010 - 2015 (Completed)
	<i>Taking the pulse: Psychological change during medical training</i>	
Kevin Rounding	Internal/External Committee Member, Ph.D. in Psychology at Queen's University	2010 - 2015 (Completed)
	<i>Religion and self-control</i>	

Vivien Sze-Wai Wong	Supervisor, M.Sc. in Management at Queen's University	2009 - 2010 (Completed)
	<i>Just good on paper? Examining whether high emotional intelligence test scores translate into successful emotion regulation during social interactions</i>	
Jennifer M. Eastabrook	Internal/External Committee Member, Ph.D. in Psychology at Queen's University	2008 - 2013 (Completed)
	<i>Emotional awareness and alexithymia: Emotional processing and regulation in adolescence</i>	
Sherrey-Larmour Trode	Internal/External Committee Member, Ph.D. in Rehabilitation Therapy at Queen's University	2008 - Present
	<i>Exploration of perceived organizational justice for injured workers who have participated in a disability management program</i>	

2. Undergraduate Students

Lauren Goldgrub	Supervisor, Special Directed Project in Psychology at Queen's University	2009 - 2010 (Completed)
	<i>All the world's a stage: An exploratory comparison of psychological theories of emotions and theories of acting</i>	

TEACHING

1. Courses

MGMT 956 – Advanced Topics in Organizational Behaviour Queen's University	2014 - Present
COMM 151 – Organizational Behaviour Queen's University	2009 - Present
MGT 262 – Individual and Group Behaviour in Organizations University of Toronto	2006 - 2007

2. Special Topics

Emotional Intelligence in the Workplace Queen's Executive Human Resources Program	2011 - Present
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3. Awards

Nominee for Commerce Society Teaching Excellence Award, Queen's University	2013, 2014
Nominee for Frank Knox Award for Excellence in Teaching, Queen's University	2013
Teaching Excellence Award, University of Toronto	2007

SERVICE

1. Queen's School of Business

Co-ordinator of Organizational Behaviour Seminar Series	2013 - 2015, 2017 - Present
Research Pool Committee	2012 - 2013, 2017 - Present
Academic Progress Committee	2010 - Present
Building Usage Committee	2014 - 2015
Behavioural Laboratory Advisory Committee	2012 - 2013
Renewal, Tenure, and Promotion Committee	2011 - 2012
Organizational Behaviour Area Group Recruiting Subcommittee	2011, 2013
Undergraduate Curriculum Committee	2010 - 2014
Co-ordinator of Organizational Behaviour Brown Bag Series	2010 - 2011
Co-ordinator of Cunningham Visitorship	2010 - 2011
Representative for Library Committee	2008 - 2010

2. Queen's University

Senate Advisory Research Subcommittee V	2009 - 2015
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3. Academic Community

Ad hoc reviewer for:

Emotion
European Journal of Social Psychology
Group Dynamics

Human Relations
Journal of Applied Social Psychology
Journal of Experimental Social Psychology
Journal of Organizational Behavior
Journal of Management
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Social Influence

4. Awards

Academy of Management, Organizational Behavior Outstanding Reviewer Award **2013**

WORK EXPERIENCE

Concordia University **2002 - 2003**
Laboratory Manager - Department of Psychology

ePredix **Summer 2001**
Associate Consultant - Selection Solutions

Personnel Decisions International **Summer 2000**
Associate Consultant - Selection Solutions