

GISELLE ELAINE ANTOINE

Assistant Professor of Organizational Behavior
John M. Olin School of Business
Washington University in St. Louis
gantoine@wustl.edu | (206) 666-0495

ACADEMIC APPOINTMENTS

Washington University in St. Louis, Olin School of Business Assistant Professor of Organizational Behavior	2022 - present
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EDUCATION

University of Washington – Michael G. Foster School of Business Doctorate in Business Administration Dissertation: <i>Organizational Cultures of Guilt & Shame</i>	2022
Durham University – Durham Business School Master of Arts in Management – with distinction	2015
School for International Training Graduate Institute Master of Arts in Teaching	2009
Columbia University in the City of New York Bachelor of Arts in English & Comparative Literature – cum laude	2006

RESEARCH INTERESTS

culture, deviance, and moral emotions

PEER REVIEWED PUBLICATIONS

Wee, E. X. M., **Antoine, G.** & Barnes, C. (2024). The gendered effect of status-striving in sleep deprivation disclosure. *Sleep Health*.

Affinito, S., Maddux, W., **Antoine, G.** & Gray, K. (2023). Negative multicultural experiences can increase intergroup bias, *Journal of Experimental Social Psychology*.

Watkins, T., Patel, A. & **Antoine, G.** (2021). You are what you eat: How and when workplace healthy eating cultivates coworker perceptions and behaviors. *Journal of Applied Psychology*.

Murphy, M., MacDonald, J., **Antoine, G.** & Smolarski J. (2019). Exploring Muslim attitudes towards corporate social responsibility: Are Saudi business students different? *Journal of Business Ethics*, 154(4), 1103-1118.

MANUSCRIPTS UNDER REVIEW

† Denotes student co-authorship at the time of initial submission

† Patel, A., Watkins, T., **Antoine, G.**, Yam, K. C. & Matthews, M. J. Food shaming as social influence at work, *Organizational Behavior & Human Decision Processes*. (Revise & Resubmit).

† Rodriguez, D. M., Affinito, S., **Antoine, G.**, & Maddux, W. W. Multicultural experiences and The equitable moral treatment of others. *Journal of Personality & Social Psychology*. (Reject & Resubmit).

† Matthews, M. J., Watkins, T., Patel, A., **Antoine, G.**, Beaver, G. & Yam, K. C. The effects of unfavorable workplace eating comparisons, *Journal of Applied Psychology*. (Under review).

MANUSCRIPTS IN PREPARATION

† Denotes student co-authorship

Antoine, G. & Flynn, F. Shame proneness and emotional labor. (Manuscript writing). Target: *Journal of Personality & Social Psychology*.

Antoine, G., Affinito, S., Maddux, W., Gray, K. & Mitchell, M. Multicultural experiences and interpersonal deviance. (Manuscript writing). Target: *Journal of Applied Psychology*.

Antoine, G. & Farh, C. Witnessing public corrections. (Data collection). Target: *Administrative Science Quarterly*.

Antoine, G., Johnson, M., & O'Neill, O. A. Organizational cultures of guilt and shame. (Manuscript writing). Target: *Organization Science*.

† Hsu, E. & **Antoine, G.** Lateral shaming in organizations. Target: *Academy of Management Review*. (Manuscript writing).

† Zhang, J. & **Antoine, G.** Preference for tightness and unethical pro-organizational behavior. Target: *Journal of Applied Psychology*. (Data collection).

Antoine, G. & Farh, C. Employee voice across cultures. (Conceptualization). Target: *Academy of Management Review*.

Thompson, P. & **Antoine, G.** Shame, gender, and leadership in organizations. (Data collection). Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Chaired Symposia

Liu, C., Zhang, J., & **Antoine, G.**, Academy of Management Annual Conference 2024, “Beyond Borders: How Multiculturalism Influences Beliefs and Feelings about Others,” Academy of Management, Chicago. (August 12, 2024).

Hsu, E., Jurkiewicz, O., & **Antoine, G.**, Academy of Management Annual Conference 2023, “It’s Not You, It’s Me: Beyond the Victims of Shame, Interpersonal Views of Shame in Organizations,” Academy of Management, Boston. (August 7, 2023).

Antoine, G. & Johnson, M. (2021). The power of the public slap: The costs & benefits of shaming in organizations. In **G. Antoine** & M. Johnson (Chairs), *We Second that Emotion: Collective Affect in Organizations*. Presented at the Academy of Management Conference.

Antoine, G. & Farh, C. (2021) More than words: A theory of context dependent communication style on the expression and reception of employee voice. In **G. Antoine** & C. Farh (Chairs), *Voice in Context and as Context: The Influence of Situational Opportunities and Constraints on Employee Voice and its Outcomes*. Presented at the Academy of Management Conference.

Antoine, G., Maddux, W., Chen, X.P. & Sanchez-Burks, J. (2020). Social norms in organizations: An expansive view of conformity and deviance in the workplace. In **G. Antoine** & W. Maddux (Chairs), *Social Norms in Organizations*. Presented at the Academy of Management Conference.

Paper Presentations

- Rodriguez-Mincey, Affinito, S. J., **Antoine, G.** Gray, K., Maddux, W., Academy of Management Annual Conference 2024, "Multicultural Experience and Moral Compression: Living Abroad Can Increase Equitable Moral Treatment," Academy of Management, Chicago. (August 12, 2024).
- Antoine, G.**, Affinito, S. J., Mitchell, M. S., Maddux, W., Academy of Management Annual Conference 2024, "Itinerants and Isolation: How Multicultural Experiences Breed Lone Wolves and Interpersonal Deviance," Academy of Management, Chicago. (August 12, 2024).
- Patel, A. S., Matthews, M., **Antoine, G.**, Liu, V., & Weaver, G. R., Academy of Management Annual Conference 2024, "Are You Really Going to Eat That?" Toward an Understanding of Workplace Food Shaming," Academy of Management, Chicago. (August 12, 2024).
- Antoine, G.**, Hu, J. Q. (Co-Chair), Academy of Management Annual Conference 2023, "Witnessing Shaming: A Qualitative Study," Academy of Management, Boston. (August 9, 2023).
- Antoine, G.**, Academy of Management Annual Conference 2023, "OB Doctoral Consortium: Acing the Job Talk: Tips from Experts and Recent Grads," Academy of Management, Boston. (August 8, 2023).
- Antoine, G.**, Academy of Management 2023 Annual Meeting, "From Ideation to Publication: Dissertation Journeys of Recent PhD Graduates," Academy of Management, Boston. (August 7, 2023).
- Hsu, E. (Co-Chair), **Antoine, G.**, Academy of Management Annual Conference 2023, "It's Not You, It's Me: Beyond the Victims of Shame, Interpersonal Views of Shame in Organizations," Academy of Management, Boston. (August 7, 2023).
- Antoine, G.**, Governance & Culture Reform Annual Conference 2023, "Learning from Mistakes: Lessons from High Stakes Industries," NY Federal Reserve Bank, New York, NY. (June 20, 2023).
- Antoine, G.** & Johnson, M. (2023). Organizational cultures of guilt & shame. Culture Conference at Berkeley Haas School Culture Institute
- Antoine, G.**, Farh, C., & Hu, Q. (2022). Leading through Shame: A Social Learning Process. New Directions in Leadership Research Conference.
- Antoine, G.** & Farh, C. (2022). Witnessing shaming as a social binding & norm reinforcing process. Academy of Management Conference.
- Antoine, G.**, Farh, C., Johnson, M. & Hu, Q. (2021). Witnessing shaming and the social nature of offended sentiments. Harvard Business School Rising Scholars Conference 2021.
- Affinito, S., Maddux, W., **Antoine, G.** & Gray, K. (2021). Eat, pray . . . hate? Negative multicultural experiences can increase intergroup bias? In E. Lin (Chair), *Multicultural Experiences and Social Dynamics*. Academy of Management Conference.
- Antoine, G.**, Maddux, W., Chen. X. P. & Sanchez-Burks, J. (2020). The paradox of constraints: Cultural tightness and rule-breaking. Stanford GSB Rising Scholars Conference.
- Antoine, G.** & Johnson, M. (2020). Organizational affective cultures of guilt & shame: A scale development. In M. Daniels (Chair), *Shame at work: Multiple conceptualizations of shame and its impact on individual outcomes*. Academy of Management Conference.
- Watkins, T., Patel, A. & **Antoine, G.** (2020). You are what you eat: How and when healthy eating at work cultivates coworker reactions. Academy of Management Conference.

- Wee, E., **Antoine, G.** & Barnes, C. Let me tell you about burning the midnight oil: A gendered effect on status conferral. Academy of Management Conference.
- Antoine, G.** & Johnson, M. (2019). The cultural logics of shame and guilt: Emotional cultures of social regulation in organizations. Presented at the Academy of Management Conference.
- Fehr, R., Barnes, C., Welsch, D. & **Antoine, G.** (2018). Moralization in the workplace. Academy of Management Conference.
- Murphy, M., MacDonald, J. & **Antoine, G.** (2016). Pursuing purposeful organizations: Business ethics education in Saudi Arabia and the Islamic world. Academy of Management Conference.
- Tlaiss, H. & **Antoine, G.** (2016). Gendering the HRM – CSR nexus in developing economies: Meaningful tools & mechanisms. Academy of Management Conference.
- Antoine, G.** & MacDonald, J. (2016). Conceptions of shame & guilt: An Arabic-Islamic perspective. International Association for Business & Society Conference.
- Antoine, G.** & MacDonald, J. (2015). Social media and corruption in shame vs. guilt cultures. International Association for Business and Society Conference.
- Antoine, G.** & Santa, R. (2015). Pursuing sustainable construction in Saudi Arabia. Association for Business and Society Conference.

INVITED RESEARCH PRESENTATIONS

Association for Psychological Science, [Science for Society](#), November 2024
 Federal Reserve Bank, New York, June 2023
 New Directions in Leadership Research, November 2022
 London Business School, November 2021
 University of Virginia, Darden Business School, November 2021
 Washington University in St. Louis, Olin Business School, November 2021
 University of Georgia, Terry Business School, November 2021
 University of North Carolina Chapel Hill, Kenan-Flagler Business School, October 2021
 American University, Kogod School of Business, October 2021
 University of Miami Business School, October 2021
 Virginia Tech, Pamplin College of Business, October 2021

COURSES TAUGHT & TEACHING EVALUATIONS

Leadership & Teamwork (OB8537) – Flex MBAs

Washington University in St. Louis, Olin Business School

Fall 2024, Section 1

mean: **9.81/10**; median: **10**

Fall 2024, Section 2

mean: **8.79/10**; median: **10**

Foundations for Impactful Teamwork (OB500F) – Full Time MBAs

Washington University in St. Louis, Olin Business School

Summer 2024, Section 1

mean: **9.21/10**; median: **10**

Summer 2024, Section 2

mean: **9.68/10**; median: **10**

Summer 2023, Section 1

mean: **9.67/10**; median: **10**

Summer 2023, Section 2

mean: **9.10/10**; median: **9.50**

Leadership and Organizational Behavior (MGMT300) – Undergraduates

University of Washington, Foster Business School

Spring 2020 (virtual)

4.80/5.00

Fall 2019

4.40/5.00

Business Management – Undergraduates

Alfaisal University, College of Business

4.60/5.00

University Writing – Undergraduates

Alfaisal University, University Preparatory Program

2012 – 2017

4.33/5.00

GRANTS & AWARDS

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| ▪ Bauer Leadership Center – Research Grant, \$6,320 | 2024 – 2025 |
| ▪ Bauer Leadership Center – Research Grant, \$4,800 | 2024 – 2025 |
| ▪ <i>Organization Science</i> – Outstanding Reviewer Award | 2023 – 2024 |
| ▪ <i>Organization Science/INFORMS</i> Dissertation Proposal Award Finalist | 2021 – 2022 |
| ▪ University of Washington Presidential Dissertation Fellowship Award | 2021 – 2022 |
| ▪ 1st Prize – Alfaisal Uni. Annual Poster Competition – College of Business | 2015 – 2016 |
| ▪ Employee of the Year, Alfaisal University – College of General Studies | 2015 – 2016 |
| ▪ Alfaisal University Strategic Research Grant, \$133,333 | 2013 – 2015 |

PHD STUDENT ADVISING

Dissertation committee member, Emily Hsu, Olin Business School (expected May 2025)

Dissertation committee member, Jessica Francavilla, Olin Business School (expected Jan 2025)

External dissertation committee member, Terence McElroy, University of North Carolina Chapel Hill, Kenan-Flagler School of Business, 2024

SERVICE TO OLIN BUSINESS SCHOOL

Faculty Organizer

[Olin OB Group Research Assistant Team](#) 2023 – 2025

Tri-annual [NCFDD 14-day writing challenge](#) for OB doctoral students 2022 – 2025

Write-of-Way, Olin Faculty & PhD student bi-weekly writing group 2023 – 2025

SERVICE TO THE ACADEMY OF MANAGEMENT (AOM)

Presenter/Facilitator, Professional Development Workshops (PDWs)

“Acing the Job Talk: Tips from Experts and Recent Grads” (2023, 2024; OB Doctoral Consortium)

“Diamonds in the Rough” (2024, 2025; MOC Division)

ACADEMIC MANAGEMENT EXPERIENCE

Department Coordinator 2010 – 2011

Dar Al-Uloom University

Conducted regular classroom observations for evaluation & professional development

Oversaw scheduling, hiring, examinations, curriculum and daily operations of the department

Teaching Practicum Supervisor 2009 – 2010

SIT Graduate Institute at Al-Yamamah University

Observed interns (MA candidates) for three different classroom visits & discussed feedback

Academic Coordinator 2008 – 2009

INTERLINK at Al-Yamamah University

Facilitated teacher training and professional development workshops

Conducted regular observations of EFL faculty & provided constructive feedback

Program Assistant & ESL Instructor 2005 – 2005

Community Impact at Columbia University

Conducted needs assessments and evaluations
Trained incoming staff on teaching methods and procedures

HIGHER EDUCATION TEACHING EXPERIENCE

University Writing Instructor <i>Al-Faisal University, Riyadh KSA</i>	2012 – 2017
University Writing Instructor <i>King Saud University, Riyadh KSA</i>	2009 – 2010
English Faculty <i>Al-Yamamah University, Riyadh KSA</i>	2006 – 2008

REVIEWER EXPERIENCE

- Organization Science – Editorial Review Board
- Academy of Management Journal (AMJ)
- Academy of Management Review (AMR)
- Organizational Behavior and Human Decision Processes (OBHDP)
- Journal of International Business Studies (JIBS)