

MARION FORTIN

ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

Professeure des Universités en Sciences de Gestion (since September 2018). Université de Toulouse 1 / Toulouse School of Management (TSM). Since 2020: **Director of TSM Doctoral Programme**.

Maître de Conférences en Sciences de gestion (September 2010 – August 2018). Université de Toulouse 1 / Toulouse School of Management (TSM). Member of the Research Group TSM Research. (On leave from September 2013 until September 2015)

Professor in Organizational Behaviour (November 2014 – September 2015). BSP Business School Berlin Potsdam, Campus Hamburg, Germany.

Substitute Professor in Human Resources and Organization (November 2013 – November 2014). BSP Business School Berlin Potsdam, Campus Hamburg, Germany.

Lecturer in Organizational Behaviour (October 2005 – August 2010). Durham Business School, University of Durham.

Visiting Scholar (January - May 2005). Stern School, New York University, USA. Conducted a Research Project on emotions and fairness perceptions, in collaboration with Professors Steven Blader and Batia Wiesenfeld.

Financial Analyst and internal consultant (August 2000- September 2002). JPMorganChase, London, UK. European Strategic Support Group. Provided ad hoc reporting for senior management, with an integrated cross-business view.

DEGREES AND POSTGRADUATE QUALIFICATIONS

Habilitation (2013). Habilitation à diriger des Recherches en Sciences économiques de l'Université de Toulouse, France. Title: "Justice judgments and dynamics in the social context of organizations"

Postgraduate Certificate in Learning and Teaching in Higher Education (2008). Achieved a Distinction in each of the three modules. Durham University, UK.

Ph.D. (2006). School of Business Studies, Trinity College Dublin, Ireland.
Dissertation: *Fairness, Outcomes, Expectations – the drivers of individual reactions to planned organizational change*. Supervised by Dr. Martin Fellenz, external examiner: Prof. Mark Saunders. Winner of the “*Highly Commended Award*”, EMERALD/EFMD Outstanding Doctoral Research Awards 2006.

Postgraduate Diploma of Statistics (2004). With Distinction (First Class Honours degree). Trinity College Dublin, Ireland.

Bachelor in Business Studies Finance (2000). With Distinction (First Class Honours degree). Trinity College Dublin, Ireland. Winner of the Alumni Prize for the best undergraduate dissertation 2000.

PEER REVIEWED INTERNATIONAL JOURNAL PUBLICATIONS

Cropanzano, R., Skarlicki, D., Nadisic, T., Fortin, M., Van Wagoner, P., & Keplinger, K. (2021). When Managers Become Robin Hoods: A Mixed Method Investigation. *Business Ethics Quarterly*, 1-34. doi:10.1017/beq.2021.16

Diehl, M. R., Bell, C., Fortin, M., Gollwitzer, M., & Melkonian, T. (2021). Uncharted waters of justice enactment - venturing into the social complexity of doing justice in organizations. *Journal of Organizational Behavior*, 42, 699-707. <https://doi.org/10.1002/job.2541>

Fortin, M., Cropanzano, R., Cugueró-Escofet, N., Nadisic, T., & Van Wagoner, H. (2020). How do people judge fairness in supervisor and peer relationships? Another assessment of the dimensions of justice. *Human Relations*, 73(12), 1632-1663.

Barclay, L., Bashshur, M. & Fortin, M. (2017). Motivated Cognition and Fairness: Insights, Integration, and Creating a Path Forward, *Journal of Applied Psychology*, 102 (6): 867-889.

Fortin, M., Nadisic, T., Bell, C. M., Crawshaw, J. R., & Cropanzano, R. (2016). Beyond the Particular and Universal: Dependence, Independence, and Interdependence of Context, Justice, and Ethics. *Journal of Business Ethics*, 137(4), 639-647.

German, H., Fortin, M. & Read, D. (2016). Justice Judgment: Individual Self-Insight and Between- and Within-Person Consistency, *Academy of Management Discoveries*, 2 (1): 33-50.

Fortin, M., Cojuharenco, I., Patient, D. & German, H. (2016). It's time for Justice. *Journal of Organizational Behavior* 37 (S1): 30–56.

Cuguro, N. & Fortin, M. (2014). One justice or two? A model of reconciliation for normative justice theories and empirical research on organisational justice. *Journal of Business Ethics*, 124: 435-451.

Cuguro, N., Fortin, M. & Canela, M. (2014). Righting the wrong for third parties -- how monetary compensation, procedure changes and apologies restore justice for observers of injustice. *Journal of Business Ethics*, 122: 253-268.

Blader, S., Wiesenfeld, B., Fortin, M. & Wheeler-Smith, S. (2013). Fairness lies in the heart of the beholder: Third party social emotions and injustice. *Organizational Behavior and Human Decision Processes*, 121: 162-80.

Fortin, M., Fellenz, M. (2008). The hypocrisies of justice and fairness - towards reflexivity in

organizational justice research and practice. *Journal of Business Ethics*, 78: 415-433.

Fortin, M. (2008). A review and critique of literature and research in organizational justice. *International Journal of Management Reviews*, 10: 93-126.

Dietz, G., Fortin, M. (2007). "Trust and Justice in the initial formation of a joint consultative committee." *International Journal of Human Resource Management* 18: 1159-1181.

BOOK CHAPTERS

Desjardins, C. & Fortin, M. (2020): A Temporal Perspective on Justice in The Workplace, In Y. Griep, S. D. Hansen, T. Vantilborgh, & J. Hofmans (Eds.), *Handbook of Dynamic Organizational Behavior*, 134–148. Edward Elgar Publishing.

Adamovic, M., Fortin, M. & Diehl, M-R. (2017). The dynamics of organizational justice and conflict at work. In C. Moliner, V. Martínez-Tur, & R. Cropanzano (Eds.), *Organizational Justice: International Perspectives and Conceptual Advances*, 107-133. Hove, UK: Psychology Press/Routledge.

Cropanzano, R., Fortin, M., & Kirk, J. F. (2015). How do we know when we are treated fairly? Justice rules and fairness judgments. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management*, Vol. 33, pp. 279-350. Cambridge, UK: Emerald Publishing.

Fortin, M., Blader, S., Wiesenfeld, B. & Wheeler-Smith, S. (2015). "Justice and Affect: A Dimensional Approach". In: M. Ambrose & R. Cropanzano (Eds), *Oxford Handbook of Justice in Work Organizations*, pp 419-439, Oxford and New York: Oxford University Press.

Patient, D., Cojuharenco, I. & Fortin, M. (2015). The “when” of justice events and why it matters. In: M. Ambrose & R. Cropanzano (Eds), *Oxford Handbook of Justice in Work Organizations*, pp 309-327, Oxford and New York: Oxford University Press.

Cojuharenco, I., Fortin, M. & German, H. (2014). Organizational justice and time: A review of the literature on justice reactions over time and directions for future research. In: A. Shipp & Y. Fried (Eds.), *Time and Work*, pp 163-190, New York: Psychology Press.

SPECIAL ISSUES

Co-editor of the forthcoming special Issue at *Group & Organization Management*: "Beyond Targets and Perpetrators: A Multi-Party Approach to Workplace Mistreatment Research". Guest editors: Ivana Vranjes, Yannick Griep, Marion Fortin and Guy Notelaers.

Co-editor of the special issue at the *Journal of Organizational Behavior* on “Justice Enactment – Research on Doing Justice in Organizations”, published in 2021. Guest Editors: Chris Bell, Marjo-Riitta Diehl, Marion Fortin, Mario Gollwitzer and Tessa Melkonian.

Co-editor for the special issue at the Journal of Business Ethics on "Context Influences on Workplace Ethics and Justice", published in 2016. Guest Editors: Marion Fortin, Chris M. Bell, Jonathan R. Crawshaw, Russell Cropanzano and Thierry Nadisic.

RESEARCH GRANTS, AWARDS AND SCHOLARSHIPS

International Society for Justice Research, COVID-19 Justice-Related Grants 2020: Mapping Pro- and Anti-Social Behaviors During the Covid-19 Pandemic: Within- Person Behavioral Polarization and the Role of Moral Expansiveness (Mario Gollwitzer, Zoe Magraw-Mickelson Gabrielle S. Adams, Marion Fortin & Friederike Funk, amount awarded 3000 USD.

ANR appel à projets générique 2017: JuDy: Justice Dynamics in Organizations, A Motivated Cognition Approach. Amount awarded: 246 046,68 € (project duration: 4 years)

Outstanding Reviewer Award from the Organizational Behavior Division of the Academy of Management 2010

ESRC First Research Grants Award 2007 - 2010, amount rewarded: £100,097.35

Highly Commended Ph.D. Award, EMERALD/EFMD Outstanding Doctoral Research Awards 2006

Research Grant awarded by the Business School of the University of Dublin, to fund my research visit to the Stern School, NYU, in 2005.

Scholarship of the **Irish Research Council for the Humanities and Social Sciences** (<http://www.irchss.ie/>), October 2002 - October 2005.

Trinity College **Postgraduate Studentship Award**, 2002.

Dissertation of the year: The measurement of organizational change. Trinity Alumni Gold Medal 2000.

PROFESSIONAL AND COMMUNITY SERVICE

Member of the International Research Advisory Board of TBS Business School, France, since 2021

Director of TSM Doctoral Programme, since September 2020.

Head of the Human Resource Management Department at TSM, University of Toulouse 1, March 2019 – September 2020.

Scientific Advisor of "Open Decide", a Startup based in Toulouse, since 2017.

Board Member (membre du conseil) "Soft Skills Center" at ENSEEIHT, 2018 -2021 and coordinator of Double Degree programme between TSM and ENSEEIHT Toulouse, 2017-2021.

Department representative and coordinator of HR/OB track at TSM's Doctoral Programme since September 2015.

Programme director for the M1 Master in Human Resource Management at the IAE /TSM / University of Toulouse 1 Capitole, September 2015 – August 2019.