

MARION FORTIN

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Date of birth: 25.08.1975

Nationality: German



ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

Maître de Conférences en Sciences de gestion (since September 2010). Université de Toulouse 1.
French equivalent position to tenured Assistant/Associate Professor. Member of the Centre for
Management 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

Fortin, M., Nadisic, T., Bell, C., Crawshaw, J. & Cropanzano, R. (in press). Beyond the particular and universal: The dependence, independence, and interdependence of context, ethics and justice, *Journal of Business Ethics*. Published online before print September 8 2015, DOI 10.1007/s10551-015-2823-x

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*.

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 (2), 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 (7), 1159-1181.

BOOK CHAPTERS

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 Universtiy 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 Universtiy 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: "Time and Work" (Eds: Abbie Shipp & Yitzhak Fried).

Adamovic, M., Fortin, M. & Diehl, M-R. (conditional acceptance). 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*. Hove, UK: Psychology Press/Routledge.

SPECIAL ISSUES

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

PEER REVIEWED CONFERENCE PAPERS AND PROCEEDINGS

- Sarnecki, A., Diehl, M. & Fortin, M. "Dual Authorities and Dual Standards of Justice? Understanding the Adaptation Experience of Expatriates through the Lens of Organizational Justice". Paper presented as part of the symposium "Organizational Justice: The Roles of Power and Authority", EAWOP 2015.
- Adamovic, M. , Fortin, M. & Diehl, M. "Explaining the counterintuitive justice-conflict relationship: A multilevel approach", paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
- Fortin, M., Cropanzano, R., Cuguero, N. & Nadisic, T. "Justice rules and fairness judgments in relation to peers and supervisors", paper presented at the International Society of Justice Research (ISJR) meeting, in 2014 in New York City.
- Van Jaarsveld , D., Rupp, D. E., Kougiannou, K. & Fortin, M. "Customer Injustice and CWB: Venting and Emotional Labor as Mediators". Part of the symposium "Linking organizations, employees, and customers through emotion experience and expression" (chair: Daniel Beal), accepted for presentation at the 2014 SIOP Conference in Honolulu.
- Conway, N., Fortin, M. & Hoque, K. (2013). "Counting the cost of a bit of respect for women's pay and workplace attitudes: Linking gender, pay, procedural justice, and related attitudes using WERS 2004." Paper presented at the 16th EAWOP Congress 2013 in Muenster, Germany.
- Adamovic, M., Fortin, M. & Diehl, M. (2013). "The Impact of Justice Norms on Conflict in the Context of Teams". Paper presented at the 16th EAWOP Congress 2013 in Muenster, Germany.
- Skarlicki, D., Nadisic, T., Cropanzano, R. & Fortin, M. (2013) Responding To Workplace Injustice: Managers As Modern-Day Robin Hoods. Paper presented as part of the symposium The Other Side of Justice: The Influence of Third Parties on Individuals' Justice Experiences" At the annual meeting of the Academy of Management, in 2012, Orlando.
- Fortin, M., Cohujarenco, I., Patient, D. & German, H. (2012). "It's time for justice". Paper presented at the Seventh International Round Table on Innovations in Organizational Justice 2012 in Nice, France.
- Nadisic, T., Fortin, M. & Cuguero, N. (2012). "Being able to experience one's job as a calling: another motive for justice at work?". Paper presented at the Seventh International Round Table on Innovations in Organizational Justice 2012 in Nice, France.
- Fortin, Nadisic & Cuguero (2011). "Fairness judgements - One size fits all. Justice judgments in workplace interactions with close and distant managers and peers." Paper presented at the 2nd International Workshop on Organisational Justice and Behavioural Ethics 2011 in Birmingham, UK.
- Fortin, Cuguero, El-Akreimi & Canela (2011). "An Empirical Study of Individual Predispositions to

prefer Equity, Equality, or Need". Paper presented at the conference of the European Association of Work and Organizational Psychology 2011 in Maastricht, The Netherlands.

Fortin, M. & Cuguro, N. (2010). Doing justice to multiple motives in organisations and society: Beyond instrumental justice theory and research. Paper presented at the 16th International Symposium of Ethics, Business and Society in May 2010 in Barcelona, Spain.

Fortin, M., Nadisic, T. & Cuguro, N. (2010) "Same rules for all? A mixed methods study of justice judgments and justice motives in workplace interactions with close and distant managers and peers" Paper presented at the Annual Meeting of the Academy of Management (AoM) 2010 in Montreal, Canada.

Blader, S., Tyler, T. & Fortin, M (2010). "It's not just personal: Going beyond personal justice judgments." Paper presented at the conference of the International Society for Justice Research (ISJR) 2010 in Alberta, Canada.

Fortin, M., German, H. & Read, D.(2009). How are Global Justice Judgments Formed? A Policy-Capturing Study of Justice Facets and Global Justice. Paper presented at the Annual Meeting of the Academy of Management, August 2009, Chicago, US.

Fortin, M . Rupp, D. & Kougiannou, K. (2009) Multi-foci Justice and the Attitudes, Emotional Exhaustion and Emotional Labor of Service Workers: The Mediating Role of Overall Justice. Paper presented at the Annual Meeting of the Academy of Management, August 2009, Chicago, US.

Fortin, M., Conway, N., Read, D. & Graham, L. (2008). "A Diary Study of Fairness Dynamics in Self-Managed Teams". Paper presented at the Annual Meeting of the Academy of Management, August 2008, Anaheim, US

Fortin, M., Nadisic, T. (2007). "Combining quantitative and qualitative data in organizational justice studies." Paper presented at the Research Methods conference organized by the Academy of Management and ISEOR, in March 2007, Lyon, France, published in the Proceedings.

Nadisic, T, Skarlicki, D., Fortin, M. (2007). "Invisible remedies: Informal means of correcting injustices in the workplace". Paper presented at the Annual Meeting of the Academy of Management, August 2007, Philadelphia, US.

Fortin, M., Fellenz, M. (2007). Fairness judgments over time – the role of the past depends on what you know about now. Paper presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management and Corporate Social Responsibility, May 2007, in Toulouse, France, published in the Proceedings

Blader, S., Wiesenfeld, B., Fortin, M. (2006). "Empathy, Schadenfreude and Justice: Conflict Between What is Right and What Feels Good". Paper presented at the Annual Meeting of the Academy of Management, August 2006, Atlanta, US.

Fortin, M., Fellenz, M. (2006). Once bitten, still shy? Consequential effects of fairness judgments during organizational change. Paper presented at the International Social Justice Conference,

August 2006, Berlin, Germany.

Fryer, E., Lindemanns*, M. (2004). The Other Side of Internal Audits: A cross-cultural investigation of the auditees' experience of the internal audit in Ireland and Central Eastern European Countries. Paper presented at the 3rd International Conference "International Business in Transition Economics", September 2004, Riga, Latvia.

Lindemanns, M*, Fryer, E. (2004). Doing Justice to the Audited. Paper presented at the 13th Symposium for Ethics, Business and Society, "Accounting and Accountability", in May 2004 Barcelona, Spain.

Fellenz, M., Lindemanns, M.* (2003). Off the Beaten Path: A Critical Review Of Organisational Justice Theory and Research. Paper presented at the annual conference of the Irish Academy of Management, Dublin, Ireland.

Lindemanns, M*, Fellenz, M. (2002). Prospects and Challenges in the Measurement of Organisational Change. Paper presented at the annual conference of the Irish Academy of Management, Waterford, Ireland.

ORGANISING SYMPOSIA AND WORKSHOPS

- 2016 "New Insights into the Temporal Processes of Organizational Justice", Symposium accepted for presentation at the 6th biennial conference of the International Society for Justice Research (20-23 July, Canterbury, UK).
- 2014 "Multiple Perspectives and Parties to the Justice Encounter". Symposium presented at the International Society of Justice Research (ISJR) meeting in New York City in June 2014. Co-chaired with Russell Cropanzano.
- 2013 "3rd International Workshop on Organisational Justice and Behavioural Ethics". June 2013 in Toulouse, France. Co-organised with Chris Bell, Jonathan Crawshaw, Thierry Nadisic & Russell Cropanzano.
- 2013 "What's considered fair in teams? Justice, norms, and teams." Presenter Symposium at the 16th EAWOP Congress 2013 in Muenster, Germany. Co-chaired with Natalia Cuguero.
- 2010 "Combining qualitative and quantitative methods in research on organizational justice", Presenter Symposium at the Annual Meeting of the Academy of Management 2010 in Montreal, Canada. Co-chaired with David Patient.
- 2010 "Justice in the organizational context: Power, Structure and Authority", Research Incubator Workshop in June 2010 in Durham, UK. Co-organised with Hayley German, Thierry Nadisic & David Patient.
- 2009 "Emerging Research Bridging the Fields of Justice and Decision Making", Presenter Symposium at the Annual Meeting of the Academy of Management 2009 in Chicago, USA. Co-chaired with David Patient.
- 2008 "Justice Dynamics and Processes over Time", Presenter Symposium at the Annual Meeting of the Academy of Management 2008 in Anaheim, USA. Co-chaired with David Patient.

* Maiden name

PROFESSIONAL AFFILIATIONS

Academy of Management, Research Methods and OB divisions
EAWOP (European Association of Work and Organizational Psychology)
Centre for Research in Management (CRM)
Organisational Justice and Behavioural Ethics Research Group (OJBERG)

RESEARCH GRANTS, AWARDS AND SCHOLARSHIPS

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

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

Member of the Durham Business School's sub-committee for research ethics in 2009/2010. The sub-committee is responsible for reviewing the research ethics of research proposals from staff and students and the Durham Business School.

Member of the lecturers' recruitment and interview panel (Durham Business School) in 2008/09 and 2009/10.

Module leader for the MA Distance Learning Research Methods course, and for the MA Distance Learning Dissertation at the Durham Business School, 2008-2010.

Harassment officer for the Durham Business School in 2008/09.

Responsible for organising the research seminars for the Durham Business School's PhD programme in 2007/08.

Refereeing for: Academy of Management Meetings, British Management Journal, Human Relations, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of Management Studies, Journal of Management, Journal of Organizational Change Management, Management and Organization Review, Organization Science.

Leading a Research Project on the experience of the Deaf, Deafened and Hard of Hearing Community in County Durham, for the Local Council Services. 2009-2010.

OTHER QUALIFICATIONS

“Qualification Professeur des Universités” (qualified to work as full professor as civil servant in France) – Sciences de gestion. Qualifié No. 16106207112.

“Qualification” 2010 (qualified to work as assistant/associate professor as civil servant in France) - Sciences de gestion Maître de conférences: Qualifié No. 10206207112.

Languages: Proficient in English, German and French, good conversation level in Spanish

TEACHING

Boardroom Simulation

Academic tutor for the Durham Business School Executive MBA programme, Academic Year 2006/07

Change, Work & Society

Module leader in Durham Business School MA programme, Academic Year 2005/06

Corporate Social Responsibility and Business Ethics

Durham Business School undergraduate programme, Academic year 2009/10.

Toulouse Master in Human Resource Management, Academic years 2010/11 and 2011/12.

Datenerhebung und - Analyse

Business School Berlin Potsdam, MBA programme, 2014

Diary Studies --- Investigating experiences close to when they occur

Workshop for the Doctoral Programme University of Toulouse and Toulouse Business School, Academic Year 2011/12.

Empirisch-Experimentelles Praktikum

Medical School Hamburg, Bachelor in Psychology 2014

Human Resource Management

European Business School Frankfurt, Master Programme, 2012.

Business School Berlin Potsdam, Bachelor in Service Management, 2014

Business School Berlin Potsdam, Bachelor in International Management, 2014

International Business Behaviour

ISS International Business School of Service Management, MA and MBA programmes, 2013.

International Human Resource Management

IAE Toulouse international Master in Management programme, Academic years 2009/10 and 2010/11, 2015/16

IAE Toulouse Master in International Human Resource Management

Kommunikation und Präsentation

ISS International Business School of Service Management, BA programmes, 2013.
Business School Berlin Potsdam, Bachelor in Service Management, 2013 and 2014

Methods of Inquiry

European Business School and Durham Business School Executive MBA programme,
Academic years 2008/09 and 2009/10.
Durham Business School executive MBA, Caribbean programme, Academic years 2007/08
and 2009/10.

Methods of Professional Management

ISS International Business School of Service Management, MA and MBA programmes, 2013.

Micro-Perspectives on Business

Workshop on “exchange relationships in the work context”. Durham Business School DBA
programme, Academic Year 2006/07.

Module leader for the MA distance learning dissertation.

Durham Business school distance learning programme, 2006 until 2010.

Organizational Behaviour

Durham Business School undergraduate programme, Academic Years 2006/07 and 2007/08.
Toulouse Master in Human Resource Management, Academic Years 2010/11 and 2011/12.
European Business School Frankfurt, Undergraduate programme, 2012.

Organisational Behaviour and Change

Junior Sophister course at Trinity College Dublin, Academic Year 2004/05.

Organizational Change Management

Toulouse Master in International Human Resource Management, Academic Year 2011/12.

Personalwirtschaft und Personalführung

ISS International Business School of Service Management, BA programmes, 2013.

Personal Skills

Business School Berlin Potsdam, MBA programme, 2014

Qualitative analysis with NVivo

2-day workshop for Durham Business School MBA students, Academic Year 2009/10.

Quantitative Data Analysis with R

IAE Toulouse international Master in Management programme 2015/16

Research Methods

Durham Business School MA programme, Academic Year 2006/07 and 2007/08.

Reading Research Papers

Toulouse doctoral programme 2015/16

Semi-structured interviews

2-day workshop as part of the “skills week” for the Durham Business school MBA
programme, Academic Years 2005/06, 2006/07 and 2007/08.
Toulouse doctoral programme workshop 2015/2016

Service Culture and Human Resource Management.

ISS International Business School of Service Management, MA and MBA programmes, 2013.

Wirtschaftsethik und Compliance

Business School Berlin Potsdam, Master of Business Administration, 2014

Theories of Work and Organisations II

Durham Business School undergraduate programme, Academic Year 2005/06.

DISSERTATION SUPERVISION (AND INITIAL PLACEMENT)

I was the principal supervisor of Dr. Hayley German at Durham University (graduated in 2011, now a postdoc at the LSE), and of Dr. Mladen Adamovic at Toulouse University (graduated in December 2014 with “felicitations du jury”, now lecturer at the University of Melbourne). I also supervised Dr. Natalia Cughero during her PhD-year at Durham University (graduated in 2010, now a lecturer at IESE).

Currently, I supervise the doctoral work of Ms. Charline Collard (co-supervision with Prof. Assaad El Akremi).