

Workplace bullying: From mechanisms and moderators to problem treatment (Annen støtte - FRIHUMSAM)

Application Number: ES549705 Project Number: 250127

Applicant

Project Owner

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eAdministration

Project administrator

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Confirmation	<input checked="" type="checkbox"/> The application has been approved by the Project Owner

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Project manager

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Project info

Project title

Project title	Workplace bullying: From mechanisms and moderators to problem treatment
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Primary and secondary objectives of the project

Primary and secondary objectives	1. To identify individual mediating and moderating factors (personality, coping strategies, demographic characteristics) that explain how and when workplace bullying occurs and develops.
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2. To identify organizational and psychosocial mediating and moderating factors (leadership, climate, injustice, group characteristic) that may explain how and when workplace bullying occurs and develops.
3. To identify individual factors (coping style, activation, emotions, personality and genetic factors) that may mediate or moderate the negative health effects of workplace bullying.
4. To identify characteristics and dynamics in groups that may facilitate or prevent the occurrence of workplace bullying.
5. To develop and evaluate a clinical treatment procedure for targets of workplace bullying
6. To develop and evaluate sound and effective organizational based methods to prevent and manage cases of bullying at the workplace.
7. To build and maintain an internationally leading research team

Project summary

Workplace bullying has been established as a prevalent social stressor with severe detrimental outcomes for exposed employees, organizations, and the society at large. Compared to other well-known psychosocial work stressors, bullying seems to have particularly strong relationships with both health problems and sick leave. While the prevalence rates and outcomes of workplace bullying are relatively well-established, there is a striking lack of knowledge about mechanisms and conditions (mediators and moderators) that may explain how and when bullying arises, develops, and impacts those exposed, as well as on interventions against bullying. The project overarching aims is:

- 1) To determine mechanisms (mediating and moderating factors) that influence and explain how and when workplace bullying occurs and develops, as well as how and when it impacts those targeted.
- 2) To develop and evaluate sound and effective methods to prevent and manage cases of bullying at the workplace and to rehabilitate and treat targeted individuals.
- 3) To build and maintain an internationally leading research team

Project summary

The current project has a multi-methodological and cross-disciplinary approach employing cross-sectional and longitudinal survey data, experimental designs, animal models, qualitative interviews, diary studies, and clinical assessments. The mediating and moderating factors may be classified according to individual level, organization level, or society level and several factors are transactions between levels. Furthermore, both biological/medical, psychological, and social factors determine how workplace bullying occurs, develops, and impacts those involved. Consequently, we employ a biopsychosocial perspective. The project comprises six subprojects focusing on individual and psychosocial mechanism involved in the onset and outcomes of bullying, group processes

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that may predict bullying, and interventions at both the individual and organizational level.

Funding scheme

Supplementary info from applicant

Programme / activity	FRIHUMSAM
Application type	Annen støtte
Topics	
Other relevant programmes/ activities/projects	
Discipline(s)	Psychology/social sciences
If applying for additional funding, specify project number	
Have any related applications been submitted to the Research Council and/or any other public funding scheme	No
If yes, please provide further information	

Progress plan

Project period

From date	20160101
To date	20201231

Main activities and milestones in the project period (year and quarter)

Milestones throughout the project	From		To	
Data collection SSB	2016	1	2017	4
Datacollection at Jobbfast	2016	1	2016	4
Opening seminar for partners	2016	1	2016	2
PhD project 1	2016	1	2018	4

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Phd Project 2	2016	1	2018	1
Phd project 3	2016	1	2018	1
Post doc project	2016	1	2018	4
Startup of the two 20% research positions	2016	1	2020	4
Data collection STAMI laboratory	2016	2	2017	3
Participation in international conference	2016	2	2020	4
Data-collection Group dynamics	2016	3	2017	4
Annual Group meetings	2016	4	2020	4
Data analysis genetic variability	2017	1	2018	1
International visiting researchers	2017	1	2020	4
Phd project 4	2017	1	2019	4
Visiting international researchers	2017	1	2019	4
Data collection interventions in use	2017	2	2018	4
Seminar 1 with international key researchers	2017	2	2017	3
Data collection representative survey	2018	2	2019	2
Development of key interventions	2018	2	2019	1
Data collection on interventions from project	2019	3	2020	2
Seminar 2 with international Key researchers	2019	4	2019	4
Public closing seminar	2020	3	2020	4
Book published from project	2020	4	2020	4

Dissemination of project results

Dissemination plan

The project will publish findings as articles in international journals with referee-function and at international scientific conferences.

The data from the large battery of parameters included in the project allow a large number of studies in addition to a range of already planned articles

The project will publish a range of popular-science articles/reports and book chapter on its findings and present it at courses, seminars and conferences for practitioners.

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The project has good relationships with some of the larger newspapers to inform the public of findings.

The project will report major findings to the relevant Government/public authorities as well as Labour Unions and Employer Associations and self help groups for victims.

A book is planned at the end of the Project.

Popularized reports and chronicles will be published in order to make the findings of the project available to the general public. As described in the project application, the participants in the Jobbfast-project are provided extensive feedback through their participation in the intervention project.

Budget

Cost plan (in NOK 1000)

	2016	2017	2018	2019	2020	2021	2022	2023	Sum
Payroll and indirect expenses	6672	8128	9817	4343	1615				30575
Procurement of R&D services									0
Equipment									0
Other operating expenses	450	450	450	450	450				2250
<i>Totals</i>	7122	8578	10267	4793	2065				32825

Specification

Applying for:

- 1 PHD (2017-2019)
- 3 PhD (2016-2018)
- 1 Postdoc (2016-2018)
- 2 Professors in a 20% position for a 5 year period.
- 1 full time researcher position in 2018 and 2019.

Other Costs:

- Datacollection: NOK 200 000 per year.
- Studentscholarship: NOK 100 000 per year.
- Grants for visiting international reseachers: NOK 110 000 (2017-2019)
- Grants for overseas researchers: NOK 44 000 (2017-2019).

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-Other operating costs: NOK 150 000 (2016-2020)

Own funding:

-1 30% researcher position for a 5 year period.

-1 30% professor position for a 5 year period.

-1 PhD (2016-2018)

Cost code (in NOK 1000)

	2016	2017	2018	2019	2020	2021	2022	2023	Sum
Trade and industry									0
Independent research institutes									0
Universities and university colleges	7122	8578	10267	4793	2065				32825
Other sectors									0
Abroad									0
<i>Totals</i>	7122	8578	10267	4793	2065				32825

Funding plan (in NOK 1000)

	2016	2017	2018	2019	2020	2021	2022	2023	Sum
Own financing	2254	2363	2815	1544	1174				10150
International funding									0
Public funding									0
Private funding									0
The Research Council	4868	6215	7452	3249	891				22675
<i>Totals</i>	7122	8578	10267	4793	2065				32825

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Specification

Fellowship

Type of fellowship	Doctoral research fellowship
From date (yyyymmdd)	20160101
To date (yyyymmdd)	20181231

Type of fellowship	Doctoral research fellowship
From date (yyyymmdd)	20160101
To date (yyyymmdd)	20181231

Type of fellowship	Doctoral research fellowship
From date (yyyymmdd)	20160101
To date (yyyymmdd)	20181231

Type of fellowship	Doctoral research fellowship
From date (yyyymmdd)	20170101
To date (yyyymmdd)	20191231

Type of fellowship	Post-doctoral research fellowship
From date (yyyymmdd)	20160101
To date (yyyymmdd)	20180131

Partners

Partners under obligation to provide professional or financial resources for the implementation of the project

1

Institution/ company

STATENS ARBEIDSMILJØINSTITUTT

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Department/ section	
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Partner's role	Research activity

2

Institution/ company	HELSE BERGEN HF
Department/ section	
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City	BERGEN
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Contact tel.	55978245
Contact e-mail	nils.mageroey@helse-vest.no
Partner's role	Research activity

3

Institution/ company	University of Helsinki
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Enterprise number	
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Partner's role	Research activity

4

Institution/ company	Katholic University of Leuven
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Enterprise number	
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Partner's role	Research activity

Attachments

Project description

Filename	Fripro 270515.pdf
Reference	ES549705_001_1_Projektbeskrivelse_20150527

Other items

Workplace bullying: From mechanisms and moderators to problem treatment (Annen støtte - FRIHUMSAM)**Application Number: ES549705 Project Number: 250127**

Filename	AllocationsFripro.pdf
Reference	ES549705_010_1_Annet_20150526
Filename	CV Einarsen NFR kort.pdf
Reference	ES549705_010_2_Annet_20150526
Filename	CV_Guy_Notelaers FRIPRO.pdf
Reference	ES549705_010_3_Annet_20150526
Filename	CV JG.pdf
Reference	ES549705_010_4_Annet_20150526
Filename	CVshortEnglishMorten.pdf
Reference	ES549705_010_5_Annet_20150526
Filename	SalinCVBergen.pdf
Reference	ES549705_010_11_Annet_20150526
Filename	CV Nils Mageroy mai 2015.pdf
Reference	ES549705_010_12_Annet_20150526
Filename	CVshortElfiBaillien.pdf
Reference	ES549705_010_13_Annet_20150527
Filename	LOIMBNielsenbullying.pdf
Reference	ES549705_010_14_Annet_20150527
Filename	Stamei se cond letter of intent.pdf
Reference	ES549705_010_15_Annet_20150527
Filename	Letter of intent Haukeland Univeristy Hospital.pdf
Reference	ES549705_010_16_Annet_20150527

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Filename	LetterofintentDeniseSalin.pdf
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Reference	ES549705_010_17_Annet_20150527
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Filename	Letter of intent EB.pdf
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Reference	ES549705_010_18_Annet_20150527
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Bullying in the workplace: From mechanisms and moderators to problem treatment.

Professor Ståle Einarsen

Department of Psychosocial Science, Faculty of Psychology, University of Bergen

1.1. Status of knowledge

Over the last decades, workplace bullying has been established as a prevalent social stressor with severe detrimental outcomes for exposed employees, organizations, and the society at large. Compared to other well-known psychosocial work stressors, bullying seems to have particularly strong relationships with both health problems and sick leave. In a study of risk factors for sick leave in 31 European countries, workplace bullying was the most important factor [1], whereas another study with data from 34 European countries [2] showed that workplace bullying, discrimination, and low sense of community were by far the strongest work-related predictors of well-being, thus promoting bullying and social exclusion at work as highly important problems in contemporary working life. Yet, while the prevalence rates and outcomes of workplace bullying are relatively well-established across the globe, there is a striking lack of knowledge on how this pertinent problem may be managed, be it on an individual, an organizational, or a societal level. Furthermore, to prevent, handle, and treat cases of workplace bullying, we need to know the mechanisms and conditions (mediators and moderators) that may explain how and when bullying arises, develops, and impacts those exposed. These mechanisms are so far not well understood.

Workplace bullying refers situations where an individual persistently, and over a period of time, perceives him- or herself to be a target of harassment from superiors or co-workers, and where this target finds it difficult to defend him- or herself against these actions [3-5]. While the bullying phenomenon was described as early as 1976 [6], the first peer reviewed scientific article on workplace bullying appeared as late as 1989 [7]. From the late-1990ies there has been a tremendous increase in research on workplace bullying with more than 6000 papers, PhD-dissertations, books, and book chapters on the topic registered in Google Scholar by May 2015. Hence, the phenomenon has moved from being a taboo in organizational life to a mainstream issue in work and organizational psychology. The Bergen Bullying Research Group, led by Professor Einarsen, has been at the forefront of this development since the late 1990s.

Research on workplace bullying has become steadily more sophisticated through the use of representative samples and prospective research designs. Based on meta-analytic summaries of the existing research we know that workplace bullying is a prevalent social stressor with severe detrimental consequences for those exposed [8, 9]. Representative findings show that 14.3% of Norwegian employees are targets of bullying behaviors on a weekly basis, while some 5% of the total population perceive themselves to be victims of bullying [10]. Globally, prevalence rates of 11-18% have been estimated [8]. As for outcomes, meta-analyses of cross-sectional evidence shows that exposure to bullying is strongly related to anxiety, depression, somatic complaints, general stress, symptoms of post-traumatic stress, burnout, job dissatisfaction, lack of commitment, and turnover intent [9, 11]. The severity of bullying is further supported by longitudinal findings which have established a significant negative impact of bullying on outcomes such as mental health [12-14], chronic neck pain [15], sleep problems [16], job satisfaction [17], and absenteeism [18].

Summarizing longitudinal findings on bullying and health indicators by means of meta-analysis, Nielsen, Magerøy [19] showed that exposure to bullying was related to later increases in both somatic and mental health problems. Interestingly, baseline mental health

problems were also significantly related to subsequent reports of bullying thus indicating a reciprocal relationship. Compared to other established stressors at the workplace, bullying has stronger associations with both health problems and absenteeism [1]. Workplace bullying has also detrimental ripple effects on organizations and the society at large [11, 20, 21]. An Australian study estimated depression caused by workplace bullying to result in \$AUD693 million (4.2 billion Norwegian kroner) in preventable lost productivity costs per annum [22]. In a representative study of register based sick leave in the Norwegian working population which comprised more than 12000 respondents (Survey of living conditions, Statistics Norway), victims of bullying had a 75% higher probability for long-term sickness absence compared to non-bullied employees [23].

The two prevailing explanations for why bullying occurs have been the work-environment hypothesis and the individual-dispositions hypothesis [24]. The former claims that bullying rather is a consequence of prevailing psychosocial work environment and job characteristics within organizations. In contrast, the individual-disposition hypothesis highlights individual characteristics or personality traits as potential precursors of bullying and claims that specific characteristics scores, or combinations of characteristics, increase the risk of being a target or victim of bullying. In support of these explanations, research has identified both individual dispositions in the form of personality traits and psychosocial factors in the form of leadership, job demands, role strain, and organizational climate as potential risk factors of bullying [25, 26].

1.2 The key knowledge challenges in the field

While existing research has provided some evidence for the prevalence, outcomes, and predictors of bullying, there are still crucial key knowledge challenges within the field that need to be solved in order to develop effective organizational interventions and clinical treatment procedures. Five of the most important knowledge challenges are:

1. *Causality* Although studies with prospective designs show that bullying is related to subsequent health problems, a reoccurring finding is that existing health problems also predicts later exposure to bullying [9, 19]. Similarly, in research on predictors of bullying, work factors and personality dispositions have been established as both antecedents and outcomes of bullying in time-lagged studies [27, 28]. An implication of these reciprocal relationships is that we still do not know when bullying is a cause or a consequence of related variables. Experimental research designs or large survey studies following the same individuals over several time points are needed in order to provide better indications of causality. However, to this date, the vast majority of studies within the field are based on only one measurement point. To understand the causal nature of workplace bullying there is a need for more advanced study designs.

2. *Processes*. Theoretically, it is well-established that bullying by nature is a process which develops and escalates over time [4, 29]. However, due to the use cross-sectional research design, existing studies have provided nothing more than a series of “snapshots” of the bullying phenomenon and little is known about how bullying develops and escalates over time. In addition, as most research has focused on the targets of bullying, there is a lack of knowledge about the role of bystanders and colleagues in the bullying process, including how managers may intervene or contribute to further problems

3. *Mechanisms (mediators and moderators)*. To establish causality and a sound basis for the development of interventions it is necessary to better understand the impact of third variables which determine relationships between bullying and other factors. As most studies on workplace bullying only have investigated direct relationships between bullying and covariates, there is a clear shortage of studies which add to the understanding of the conditions and underlying mechanisms which can explain 1) how and under which conditions bullying occurs and develops

as a process, 2) how and when exposure to bullying influence the health and well-being of the targets, and 3) for whom bullying have the most profound negative effects. To this date, only a few studies, mainly based on cross-sectional self-report data from small and specialized samples (e.g., members of support associations for victims of bullying), have examined such factors. To fully understand the mechanisms which govern how bullying influence individuals there is a need for further empirical assessments of moderating and mediating variables using prospective, preferably with more objective data and with data from randomized samples [see 9].

4. Interventions and rehabilitation of victims. A consequence of the lack of knowledge about causality, processes, and mechanisms is that our understanding of interventions against bullying has been hampered. A recent systematic review found only 12 scientific studies which provided information about interventions against workplace bullying. All studies were classified as weak or moderate in terms of quality and the majority of the interventions provided inconclusive evidence with regard to effectiveness. Hence, we know very little about how to handle and prevent workplace bullying or how to rehabilitate victims of bullying. In light of the documented devastating outcomes of bullying it is pertinent that our research contribute to the development of applied tools to handle and treat such cases.

5. Methodology. The above constraints in what we know about the development and outcomes of workplace bullying can be explained by important methodological limitations in existing studies. In a recent methodological review of the literature on bullying [30], it was concluded that the research within the field is hampered by 1) an overuse of cross-sectional designs, 2) an overuse of self-report surveys, 3) a reliance on single-source data, 4) analyses at the individual level rather than at a group or organizational level, 5) an one-sided focus on the antecedents and outcomes of bullying rather than on mechanisms and conditions, 6) an overuse of field/survey studies, 7) a lack of information about perpetrators, and 8) the use of non-representative sampling procedures. To advance our knowledge about workplace bullying the methodological quality of research must therefore be improved. This include adopting longitudinal and experimental designs, utilizing within-person approaches, employing animal models, incorporating the perspectives of witnesses and perpetrators of harassment, developing combined group/organizational and individual levels of analysis, and focusing on the dynamic processes of workplace bullying [9, 30, 31]. Providing information on when and why certain interventions procedures may work is another pertinent need.

1.3 The contributions of the current project

As workplace bullying represents one of the most important challenges in contemporary working life, valid and reliable knowledge about the phenomenon is of vital importance for the development and implementation of effective interventions and rehabilitation procedures. Still, the limitations of existing research described above suggest that there is a need for more groundbreaking research on the mechanisms involved. In order to add to what is currently known, upcoming research must develop and examine more advanced theoretical models within multiple disciplines which include both the mechanisms and conditions which can explain how and when bullying arises, develops, and harms individuals and organizations. To progress our knowledge and understanding of causal associations, processes, mechanisms, and interventions, upcoming research should be based on a broad set of methodological approaches with longitudinal data rather than relying on the cross-sectional questionnaire survey method alone. Hence, in order to fully understand the process development of bullying, as well as the mechanisms which govern its antecedents and consequences, there is a need for further empirical assessments of moderating and mediating variables using prospective and objective data from randomized samples [see 9].

The overarching aim of this project is therefore:

- 1) *To improve our understanding of the workplace bullying phenomenon through determining mechanisms (mediating and moderating factors) that influence and explain how and when workplace bullying occurs, develops, and impacts those targeted.*
- 2) *To provide information that can be used to develop sound and effective interventions and rehabilitation approaches for targeted individuals and organizations.*

By including expertise from different scientific areas, including psychology, social sciences, epidemiology, medicine, and biology, the project will be interdisciplinary and multi-methodological. In addition to employing and utilizing a large body of already collected survey data from both Norway and abroad, new data based on experimental designs, qualitative interviews, diary studies, and clinical samples will be gathered.

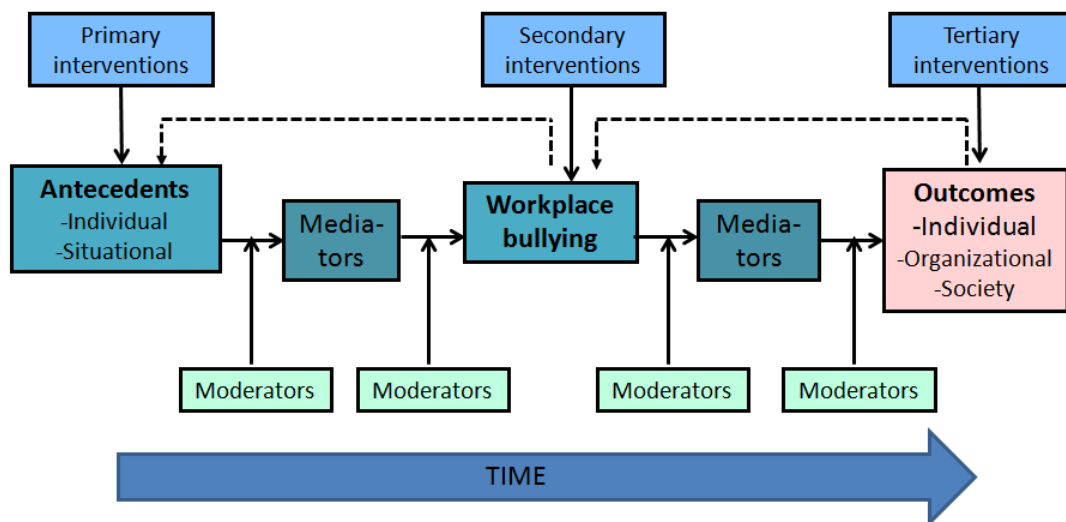


Figure 1. Theoretical model for the development and outcomes of workplace bullying

The project, its studies, and hypothesis are all based on the general theoretical model presented in Figure 1 which shows that workplace bullying, including its causes and consequences, may only be fully understood when mediating and moderating factors are examined in a time perspective. The mediating and moderating factors may be classified according to individual level, organization level, or society level and several factors are transactions between levels. Both biological/medical, psychological, and social factors determine how workplace bullying occurs, develops, and impacts those involved. Consequently, one can only understand the bullying phenomenon through a biopsychosocial perspective which includes relationships and interactions between factors at all of the above mentioned levels. The project comprises six subprojects where each focuses on a different part of the above model. A presentation of the subprojects, their aims, theoretical rationales, methodological approaches, hypotheses, and contributions will be provided in the following.

1.3.1 Subproject 1. Explaining the workplace bullying process by group dynamics

Studies including intragroup dynamics are almost entirely absent in the literature [for an exception; see: 32]. We aim to address this limitation by investigating bullying from a group perspective drawing on intragroup theories including social identity theory [33], conflict research models [34-36] and Social Rules Theory (SRT) [37]. The project will be based on data from several survey databases as described in section 1.4.1.

Aim 1. Social Identity Theory [SIT; 33] defines group identity as an important determinant of group members' behavior. Indeed, Escartin and colleagues [32] found support for the protective effect of high social identification against workplace bullying. Including

(i.e. prosocial behavior) versus excluding (i.e. negative behavior) an individual's relationship with the social group is based on the salience of characteristics that connect (in-group) versus distinguish (out-group) the group members [38]. The prevalence of bullying may therefore be influenced by the work group's compositional features in terms of heterogeneity and the relationship between a group's compositional features and workplace bullying cannot be limited to a single characteristic. Rather, it is likely that multiple characteristics interact in whether or not in-group and out-group members are defined and consequently whether one is excluded and bullied. The first aim of subproject 1 is to investigate workplace bullying through the lenses of SIT.

Aim 2. Social Rules Theory [SRT; 37] explains group processes in terms of social rules: human social activity and social behavior is regulated by a socially produced set of rules. While these social rules strongly influence interactions, they are also sustained and reformed by the individuals involved in the interaction. The importance of SRT has been demonstrated in school bullying [39, 40] but not in workplace bullying research. In absence of measures regarding social rules regarding workplace bullying in the workplace, we need to develop one to test the propositions of SRT for bullying. We plan develop an adapted version of the Violence Climate Survey [41]. This instrument will measure policies / procedures to implement non-bullying practices / responses to bullying and commitment to non-bullying and will be extensively psychometrically tested and validated.

Aim 3. Ramsay and colleagues [42] developed a conceptual framework combining both SIT and SRT to specifically explain workplace bullying from a group perspective. On the one hand, groups with social rules based on pro-sociality or respect would be less likely to experience bullying as group members would discipline and stop anti-social and negative bullying behavior. This reasoning is especially the case for groups with a high social identification. That is, groups combining pro-social and respectful rules with a high social identification would show less workplace bullying. Groups with a low social identification will have a less clear prototype regarding rules and members would be less likely to intervene and correct the bullying behavior by a deviant group member. In contrast, groups with aggressive or anti-social rules would promote and condone bullying within the group, particularly in case of high social identity. Groups combining aggressive and anti-social rules with a low social identity will also have a higher risk of workplace bullying as this behavior is not socially condemned. The framework elaborated by Ramsay and colleagues holds interesting propositions regarding the role of group processes – social rules and social identity - in bullying specifically. However, to date, these propositions remain valuable ideas that have not yet been empirically investigated. The third aim of subproject 1 is therefore to examine how SIT and SRT in conjunction can explain the workplace bullying process.

1.3.2 Subproject 2. Individual and psychosocial antecedents of workplace bullying: Identifying mechanisms and moderators

With some notable exceptions, existing research on the antecedents of workplace bullying has examined direct associations between a handful of psychosocial factors at work and/or individual factors and workplace bullying through the use of individual level cross-sectional research designs. Hence, we do not know whether the examined factors actually predict workplace bullying or vice versa [27, 28]. Second, the focus on direct associations between potential antecedents and bullying limits our understanding of how and when predictors are related to bullying, hence limiting our possibilities to effectively intervene. Using multilevel and longitudinal data, the objective of this subproject is to identify mechanisms and moderators that governs how and when specific predictors influence the risk of workplace bullying.

The importance of including both individual and situational characteristics as predictors of workplace bullying is highlighted in several theoretical models. The stressor-emotion model [43] proposes counterproductive work behavior (e.g., engaging in bullying behavior) to be an emotion-based response to stressful conditions experienced by employees. Individuals appraise their work environment differently, and individual dispositions and perceived control at work are important factors for the development and nature of this response. Similarly, the social-interactionist perspective predicts that stressful events affect aggression indirectly through their effect on the target's behavior [44]. General stress may cause some employees to violate workplace norms and to perform their work less competently than others. Employees may thus have a tendency to become targets of bullying because stressors in their jobs generate affective and behavioral reactions in them that may encourage others to engage in bullying behavior towards them, possibly as a means of gaining social control [45, 46]. In particular, distressed employees may violate established and accepted social norms of politeness, and thus evoke aggressive behavior in co-workers or supervisors. In situations where the origin of stressful events is unclear or cannot be reached, tendencies towards displaced aggression may also be frequent [45].

In order to further add to the understanding of how individual and situational factors function as predictors of workplace bullying, the following research questions will be answered in this subproject: 1) Which individual (personality dispositions, distress etc) and situational factors (leadership, social support, work stressors) are predictors of exposure to workplace bullying? 2) What are the intervening (mediating) variables that explain how individual and situational factors function as antecedents of bullying?, and 3) What are the moderating variables that explain when individual and situational factors function as antecedents of bullying? Although some previous studies have examined predictors of workplace bullying, the vast majority have applied the individual as the unit of both measurement and analysis. It has, however, been argued that the appropriate level of inference regarding environmental conditions is the work-group [47]. This part of the project will therefore include group level cross-sectional and longitudinal survey data from existing databases to answer the research questions (see section 1.4.1).

1.3.3 Subproject 3. Consequences of workplace bullying: Mechanisms and moderators

The main objective of this subproject is to examine the mechanisms and moderators that determine how and when bullying is related to outcomes. Building on psychological stress theories [48, 49], the point of departure is that exposure to systematic and prolonged aggression in the form of bullying negatively affects targeted employees [see also 50]. According to transactional stress models [48], the nature and severity of reactions following exposure to a given stressor are functions of a dynamic interplay between event characteristics and individual appraisal and ability to cope. It is therefore likely that outcomes of workplace bullying are dependent upon the interaction between the severity and nature of the experienced bullying behavior and individual characteristics among those targeted. According to the Cognitive Activation Theory of Stress [49], prolonged exposure to a negative event such as bullying will eventually develop into repeated and chronic cognitive activation. This kind of sustained cognitive activation could, over time, lead to prolonged physiological activation, which is subsequently manifested through impairment of health and well-being. As empirical evidence has shown that the consequences of bullying vary between individuals, moderating factors must also be taken into consideration. The inherent psychological nature of workplace bullying behavior and the subjective interpretation of being a victim of such treatment [13, 51] indicate that the effects of exposure to bullying can be determined by cognitive mechanisms and individual dispositions such as personality traits, coping strategies, and attributional style.

Although individual dispositions are important with regard to understanding the outcomes of psychosocial stressors, contextual factors in the work environment must also be considered. Following a social interactionist perspective, no comprehensive model of workplace bullying would be satisfactory without including both the individual differences of those involved and contextual factors in the work environment [52]. In line with a job demands-resources model [53] in which exposure to aggression can be considered as an extreme form of job demands, organizational factors such as leadership, organizational measures, and social support may serve as protective resources which moderate the impact of aggression on outcomes. Based on the above arguments for the importance of mediating and moderating variables in the relationship between bullying and outcomes, two overarching research questions will be answered in this subproject: 1) What are the intervening (mediating) variables that explain *how* relationships between bullying and outcomes in the form health problems and reduced well-being and 2) What are the moderating variables that explain *when* bullying is related to health problems and reduced well-being. This part of the project will include both cross-sectional and longitudinal survey data from existing databases (see section 1.4.1).

1.3.4 Subproject 4. The biopsychosocial basis for workplace bullying and health effects

The objective of this subproject is to examine how the effects of bullying, through mediating or moderating genetic factors, may contribute to negative health effects. First, in an animal model recently established to examine social stress in rodents [54], we will screen for stress-induced epigenetic changes. Next, in a random sample of 2500 Norwegian employees (see section 1.4.1), we will address the association between bullying, distress, epigenetic changes, pain and sick leave. Our hypothesis is that such epigenetic modifications may have negative health effects related to both hypothalamic pituitary adrenal (HPA)-axis attenuation [55] and inflammation [56].

Epigenetic changes may be defined as environmental-caused modifications of the chromosomes without changes in the DNA sequence. Animal data show that paternal stress exposure may induce epigenetic changes important for the HPA-axis regulation [55]. Moreover, animal models have demonstrated that mild chronic stress may induce increased levels of pro-inflammatory cytokines in the limbic system as well as lymphoid tissues like thymus [57]. Epigenetic changes include covalent modifications of DNA (methylation) and DNA-packing histones (deacetylation). Such changes are controlled by small regulatory non-coding RNAs, so-called micro-RNAs (miRs). Hence, changes in the miRs and subsequent covalent modifications of DNA or DNA-packing histones induced by environmental factors, may influence transcription of various genes. In general DNA methylation is mostly associated with gene repression. One important enzyme that promotes the DNA methylation and gene repression is DNA methyltransferase 3a (DNMT3a). Regarding histone acetylation/deacetylation, this is controlled by two counteracting enzymes: histone acetyltransferases (HATs) and histone deacetylases (HDACs). Whereas HATs catalyze the addition of acetyl groups and are associated with enhanced gene transcription, HDACs remove acetyl groups from the histones, and promote gene silencing.

Animal data show that global epigenetic reprogramming induced by social isolation or chronic stress may be linked to the expression of miR-29 in saliva [58] and miR-30a in sperm [55]. Two of the targets of the miR-29 and the miR-30a are the enzymes DNMT3a and HDAC9 mentioned above. By indirectly remodeling of the spatial conformation of the chromatin, these enzymes repress the plasma corticosterone levels [55]. This probably reflects a HPA-axis attenuation. Moreover, evidence exists that miR-146 and miR-155 through the NF κ B signaling influence a number of down-stream pro-inflammatory cytokines like TNF, IL-1 and IL-6 [59, 60]. Changes in the expression of miR-146 and miR-155 therefore

affect the immune system [56, 59]. Since miR-146 and miR-155 are immune system regulators, they are found in many circulating immune cells, including monocytes, macrophages, T cells as well as B cells [56].

Based on the recent animal data demonstrating that social isolation and chronic stress may induce global epigenetic reprogramming, this part of the project includes both an animal model, and analyses of data from an on-going national representative survey on humans. Two overarching research questions will be answered in this subproject; 1) what kind of epigenetic changes may be induced by severe psychosocial stress and 2) what are the health effects of such epigenetic changes.

1.3.5 Subproject 5. Organizational interventions against workplace bullying

There are very few existing studies that propose and evaluate organizational interventions against bullying. The present subproject will examine which types of interventions organisations tend to use and how effective these are in terms of reducing the occurrence of workplace bullying, looking in particular at those prescribed by the Norwegian work environment act related to policies and procedures for the prevention and management of such cases. In an evaluation of the Swedish law on workplace bullying, we have shown that interventions prescribed by laws and statutes do not easily manifest at the organizational level [61]. In this project we will employ the concepts of ethical infrastructures to investigate which kinds of interventions that seem to work best under which conditions. Ethical infrastructure is composed of formal and informal systems that may influence different kinds (un)ethical behavior in organizations, in our case bullying [62]. In our study formal systems include policies, recurrent communication, formal surveillance, training, and sanctions, whereas informal systems include social norms and organizational climate. The study explores a) the degree to which the use of such formal and informal systems tends to be interrelated and therefore are more often present in some organizations than others, and b) how such ethical infrastructure may predict perceived success of interventions against workplace bullying. Based on findings from a Finnish pilot study [63, 64], a database including more than 50% of all Norwegian municipalities with such data has already been established.

Based on the coming findings on antecedents and risk-factors and the involved mediating and moderating factors, we thereafter will develop interventions for the prevention of bullying and test their effectiveness. As the interventions will be firmly based on empirical findings from the current project, this is a somewhat high-risk part of the present research program. However, the intervention research will be based on well-established methods for evaluation research employing both effect and process evaluations, and including control groups [65].

1.3.6 Subproject 6. Clinical assessment and treatment of victims of bullying

“Jobbfast” is the first Norwegian examination and treatment service for patients with health problems related to conflicts, bullying and harassment in the workplace. The clinic was established in the autumn of 2011 and is located at the Department of Occupational Medicine, Haukeland university hospital. The clinic receives patients from the entire country, on referral from doctors or psychologists in the first- or second-tier services. The examination at the outpatient clinic provides knowledge on the characteristics of the patients, the clinical nature of their health problems and their work-life experiences. The clinic offers a three day intervention program with examination, diagnosis, elements of therapy, counseling and medical rehabilitation, provided by a team of occupational health physicians, psychologists, physiotherapists and an occupational and social service consultant. Day 3 of the program ends with a meeting where the team and the patient mutually summarize the results of the intervention, and plan ahead. Topics are health issues, work participation, and how to cope

with ones bullying scenario. These topics are discussed in a new meeting (on the phone) 4 weeks later, where the referring doctor (or psychologist) also takes part. The patients receive questionnaires 4 weeks, 6 months and 12 months after the assessment. The intervention at the clinic may restore the patients' health and promote their return to work after sick leave. The evaluation of the clinical program will:

1. Provide knowledge on what these patients have experienced of negative acts at work. For this purpose both the patient history and standardized questionnaires will be used.
2. Provide knowledge on the clinical health condition of individuals exposed to workplace bullying. Clinical outcomes including a standardized neuropsychiatric interview on mental health will be used. A standardized physiotherapy examination will assess the musculoskeletal system of the patients. Comparison will be done with patients with localized and generalized pain and healthy controls assessed previously in other studies.
3. Provide knowledge on effective treatment. Data from the questionnaires will be used for one year follow up of mental and physical health condition of the patients and will be compared to population data. One year retrospectively, written feedback from all the patients on how they value the intervention is collected. In addition some of these patients and their referring doctors are interviewed for the evaluation.
4. Establish better knowledge on the personal and social costs of workplace bullying. Data on sick leave and employment status will be collected from the database FD-Trygd to determine previous and subsequent vocational activity. Self-reported patient data will be linked to the FD-Trygd data.
5. Provide knowledge on possible effects on future work participation. In addition to the previously mentioned one year feedback, information on return to work rates and work participation among our patients will be gathered from FD-Trygd for the following 5 years during this project. The Data inspectorate has given permission for 30 years of follow-up.

A total of 150 patients will take part in the study. The data will be gathered in the time period August 2011 - December 2016. As of this day, 91 patients have agreed to participate. The Norwegian Data Inspectorate approved the Jobbfast health registry May 10. 2012. A quality register, 2011-05553, has been established at Helse Vest. One project has already been approved by the Regional Committee for Medical Research Ethics, Western Norway; project number 2014/53.

1.4 Approaches, hypotheses and choice of method

1.4.1 Methods:

The current project utilizes a multi-methodological approach which includes cross-sectional and longitudinal survey data, registry data, experimental designs, animal models, qualitative interviews, diary studies, and clinical assessments. As existing research on workplace bullying is more or less based on questionnaire data only, this multi-methodological approach will provide stronger and more robust findings compared to what is already known and will also give better indications of the causal nature of the bullying phenomenon. Study variables are measured with well-established and validated instruments in all surveys.

1.4.1.1 Survey data

The following datasets will be included in the survey part of the project:

A survey of work environment. Destructive behavior at work. This dataset is based on a three wave national representative survey of the Norwegian working population which was conducted by The Bergen Bullying Research Group and Statistics Norway in the years 2005 to 2010. Altogether 2539 employees participated in the survey. The questionnaire included questions on workplace bullying, work factors, health, and well-being. Data are linked to registry data for objective effect measurements (Forløpsdatabasen Trygd, FD-trygd)

Psychosocial work factors, persistent back pain and sickness absenteeism. This is an on-going national representative longitudinal survey with three time points carried out by the National Institute of Occupational Health and Statistics Norway. Expected sample size is >2500 respondents. The questionnaire includes questions on workplace bullying, work factors, health, and well-being. Participants are requested to provide saliva samples which will be used to analyze genetic variability and epigenetic changes. Data will be linked to registry data for objective effect measurements (Forløpsdatabasen Trygd, FD-trygd).

International databases. The project has access to a large body of international databases which in total comprises about 70000 respondents. Several of these databases include individual and group level data, as well as time-lagged survey designs.

VITT2000. This is a longitudinal database with measures on exposure to bullying, psychosocial factors, individual characteristics and health and well-being with data collections when participants were aged 13, 14, 15, 18, 21, 23 and 30, with plans for a new data collection when they are 40. Here we may look at long-term outcomes as well as mediators and moderators.

In addition the group is in position of a wide range of survey databases collected in public and private enterprises with the possibility to look at mediators and moderators, including “shortitudinal” data from diary studies. Additional data will be gathered continuously in all subprojects. These include a national representative questionnaire survey which emphasize mediating and moderating variables, evaluation of the Jobbfast project (Subproject 6), and the organizational intervention study.

1.4.1.2 Animal models and genetic variability

In the animal model, we will define the relevant stress-induced epigenetic changes i.e. up-regulation of miRs in serum. Social stress will be induced by placing a dominant male rat (stranger) in or next to the cage [54]. Electrophysiological single unit recordings in the dorsal horn [66], will be performed to study the effect of exosomes loaded with the relevant miRs on the pain pathways. All laboratory work and genetic analyses will be performed at the National Institute of Occupational Health (NIOH). The on-going national survey (approved by the ethical committee in 2014; REK 2014/1725 REK sør-øst D), is performed in collaboration with the Statistics Norway (SSB).

Bio-Assays, animals (rats): The stress-induced changes of miRs expression from circulating leucocytes in saliva will be examined by qPCR. A pathway-focused miScript miR PCR array (96 wells array, Qiagene) will be used to profile miRs potentially relevant for negative health effects, for details about the use of PCR arrays see [67]. Additional extracellular single unit recordings of spinal dorsal horn neurons [66] will be performed to study the functional effect on the sensory system of candidate miRs identified by the array.

Bio-Assays, humans: Analyses of genetic variability of relevant genes and epigenetic changes, whose function is demonstrated by the rat model, will then be carried out in the sample 2500 Norwegian employees described above. A special RNA collection kit (DNA technology; RE-100) for sampling of DNA/RNA will be used. As previously described [68], the genotyping will be analyzed by TaqMan methodology. Expression of candidate miRs in saliva released from circulating leucocytes will be performed by qPCR (Applied Biosystems), for details about the use of the saliva self collection kit and qPCR see [69].

1.4.2 Strengths of design:

Through emphasizing longitudinal designs, the survey part of this project performs repeated measurements of bullying, antecedents, and outcomes. This provides more reliable data on bullying than what has been customary until now. The longitudinal design will also give important information on variation over time. Analyses of reversed associations (strain-stressor relationship) will be conducted when appropriate. Experimental tests of animal models with physiological measurements will provide unique information about the causal effects of bullying on those exposed. Comparisons of genetic variants with human subjects make generalization of findings possible. As the survey part builds on well-established measurement instruments, the included inventories are psychometrically tested for validity and reliability. Several moderating or mediating factors are measured, allowing the study of social and psychological mechanisms. Registry data are objective data. In some of the databases, the data structure allows for multilevel models where individual level data are aggregated to department and organizational levels.

2.0 The project plan, project management, organization, and cooperation

The overall project start is January 2016. All subprojects are scheduled to start in spring 2016 and will continue throughout the full project period. The project will be finished in December 2020. Risk assessments show that all subprojects can be accomplished within the described timeframe. For project time plan and milestones, see electronic application form.

2.1 Project management and organization

The research team comprises a combination of senior researchers, international visiting researchers, post-doc researchers and doctoral students, in addition to the described international network. *Ståle Einarsen*, (Dr.Psychol), principal investigator (PI)/project manager of this grant proposal, is Professor in Work and Organizational Psychology at the University of Bergen, Norway, and Head of the Bergen Bullying Research Group. Einarsen has published extensively in top tier journals on workplace bullying, leadership, and creativity and innovation in organizations for more than 20 years. Einarsen acted as advisor to the Norwegian Government regarding their national campaign on workplace bullying and has co-edited three international volumes on bullying and harassment in the workplace. Einarsen is a founder member and a current member of the board of the International Association on Workplace Bullying and Harassment. Einarsen is considered as the leading scientist within bullying research and has acted as key-note speaker at a range of international scientific conferences. He is highly cited with more than 11000 citations on Google scholar and a H-index of 43 (see CV for more details).

Guy Notelaers, professor in work and organizational psychology at the Department of Psychosocial sciences at the University of Bergen, will also be a senior member in the project. He has published extensively on workplace bullying and related topics in high impact journals. Notelaers is an expert in applied statistics. In addition specific members will be professor Anders Skogstad, professor II Stig Berge Matthiesen, Associate professor Jørn Hetland, all with a range of top publications on workplace bullying and destructive leadership. The group currently consist of three PhD students on workplace bullying; Mats Glambeek, Iselin Reknes and Leo Kant. The group will be strengthened with another four PhD students, two 20% researcher positions, one post doc position and a 100% senior research position, providing a base of which to recruit as well as proper career opportunities for our junior members.

2.2 National partners

Morten Birkeland Nielsen (PhD psychology) is senior research scientist at the Department of Psychology and Physiology, National Institute of Occupational Health and Professor II at the Department of Psychosocial Science at the University of Bergen. Nielsen has broad experience from research on workplace bullying, health, work factors, and statistics. He has authored close to 50 peer-review papers in top-tier journals on topics relevant for the current project. Nielsen has been the first author of five meta-analytic review studies on workplace bullying. He has held key-note and state-of-the-art lectures on bullying at international scientific conferences.

Johannes Gjerstad, professor, dr. scient., Department of Psychology and Physiology, National Institute of Occupational Health (NIOH) / Department of Biosciences, University of Oslo. The main research interests of Gjerstad are molecular neuroscience, basic pain mechanisms and genetics. Gjerstad has broad experience in animal research, molecular analyses, clinical studies, serum cytokine measurements and experiments on healthy volunteers. Moreover, Gjerstad is head of the on-going national survey and biobank “Work factors, epigenetics and pain”. This is a collaboration between National Institute of Occupational Health (NIOH) and Statistics Norway (SSB). Gjerstad has published extensively in high impact journals such as *Brain*, *Behavior and Immunity*, *Pain*, and *The Journal of Neuroscience*.

Nils Magerøy, MD, PhD, is head of the clinic Jobbfast at the Department of Occupational Medicine at Haukeland University Hospital, a research clinic for those who have experienced psychosocial strain at work; especially harassment at work. This is the first and only clinic in Norway of its kind. Since 2010 Dr. Magerøy has acted as Treasurer and a member of the Board of Directors of the International Association on Workplace Bullying & Harassment (IAWBH).

2.3 International collaborators and exchange

Elfi Baillien: Associate professor at the Human Relations Research Group (Faculty of Economy and Management) of the HUBrussel, with a wide range of publications on workplace bullying. She is also affiliated to the Research Group for Work, Organizational and Personnel Psychology (WOPP) at the KULeuven. Her research interests focus around negative behavior at work, interpersonal and intergroup conflict, organizational change, work related stress, impression management, work motivation, and employee well-being

Denise Salin: Academy Research Fellow in social psychology at the Swedish School of Social Science. Her research areas are organizational behavior and gender in management. She has published extensively on the topic of workplace bullying: its causes, consequences and in particular on organizational responses, and has acted as a key –note speaker on workplace bullying at a wide range of international conferences.

2.4 Cooperation

International cooperation will take place by research stays abroad for the members of the research group, in joint publications, in meetings at international conferences and by having funding for visiting researchers throughout the project period. The group will prioritize attending to international conferences and meetings. This interdisciplinary project will through cooperation with national and international associates strengthen the existing research group, qualify new researchers and support a new research network with strong national and international research partners. As a result of cooperation with partners, several other studies based on the conceptual framework and datasets will be published in addition to the proposed subprojects. This includes meta-analyses and conceptual reviews.

3.0 Budget

See electronic form.

4.0. General considerations

4.1 Environmental impact and benefit to society

The proposed project has no impact on the external physical environment. The project will generate new knowledge about the mechanisms that can explain workplace bullying, its antecedents and its consequences, and effective interventions. As bullying is a prevalent problem with highly detrimental consequences, knowledge about the underlying mechanisms is important for both theoretical and practical reasons. With regard to theory, the project will increase the understanding of how and when exposure to bullying is associated with specific antecedents and outcomes. To this date, no previous studies have examined the impact of biophysiological factors on bullying. Hence, the project will contribute to theory by shedding light on such factors. As for practical implications, long-lasting exposure to bullying can be a direct cause of health problems, sickness absenteeism, disability, and loss of productivity, as well a threat to workplace safety. Consequently, an understanding of the mechanism that influence the understanding of workplace bullying, and the outcomes of workplace bullying, is important with regard to individual suffering as well to the economy of society. Translation of knowledge from basic neuroscience into applied research may be important for future prevention of workplace bullying, and for the treatment and rehabilitation of targets. Knowledge of how bullying contribute to health, absence, and participation in/exit from working life is central to the development of laws and regulations and to any political decision on measures against absence and early retirement. This has been demonstrated during discussions and decisions of the Stoltenberg committee 2006, the 3-party negotiations for new agreement on “Including working life”, and by the Norwegian Official Report (NOU) 2010:13.

4.2 Ethical perspectives and gender considerations

The project complies with Norwegian and international law. The proposed project will be carried out in accordance with the Helsinki declaration and will be submitted to the Regional Ethical Committee for approval and/or the necessary approval for the privacy ombudsman for research in Norway (NSD) will be acquired. Participation in the planned data collection will be voluntary and based on informed consent. Statistics Norway will take part in some of the data collections. Data will be kept confidential and no organizations or individuals will be identified. No part of this research project should inflict pain or cause harm to individuals participating. Equal opportunities to participate for men and women are highly emphasized in this project. A central aim of the project is to promote the recruitment of women to higher academic positions. Gender is important study factor for all research questions of this project and will be addressed explicitly in the analyses.

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51. Vie, T.L., L. Glasø, and S. Einarsen, *Health outcomes and self-labeling as a victim of workplace bullying*. *Journal of Psychosomatic Research*, 2011. **70**(1): p. 37-43.
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54. Sorge, R.E., et al., *Olfactory exposure to males, including men, causes stress and related analgesia in rodents*. *Nat Methods*, 2014. **11**(6): p. 629-32.
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61. Hoel, H. and S. Einarsen, *Shortcomings of antibullying regulations: The case of Sweden*. *European Journal of Work and Organizational Psychology*, 2010. **19**(1): p. 30-50.
62. Rottig, D., X. Koufteros, and E. Umphress, *Formal infrastructure and ethical decision making: An empirical investigation and implications for supply management*. *Decision Sciences*, 2011. **42**(1): p. 163-204.
63. Salin, D., *The prevention of workplace bullying as a question of human resource management: Measures adopted and underlying organizational factors*. *Scandinavian Journal of Management*, 2008. **24**(3): p. 221-231.
64. Salin, D., *Anti-bullying policies in Finnish municipalities: Contents and recommended procedures*. *International Journal of Psychology*, 2008. **43**(3-4): p. 203-203.
65. Nielsen, K. and R. Randall, *Opening the black box: Presenting a model for evaluating organizational-level interventions*. *European Journal of Work and Organizational Psychology*, 2013. **22**(5): p. 601-617.
66. Pedersen, L.M., et al., *Spinal cord long-term potentiation (LTP) is associated with increased dorsal horn gene expression of IL-1beta, GDNF and iNOS*. *Eur J Pain*, 2010. **14**(3): p. 255-60.
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69. Matre, D., et al., *Induction of the perceptual correlate of human long-term potentiation (LTP) is associated with the 5-HTT genotype*. *Brain Res*, 2013. **1491**: p. 54-9.

Allocations sought from the Research Council (in 1000 NOK)

Allocations sought from the Research Council

The amount entered under “Allocations sought from Research Council” must match the corresponding fields in the Funding plan for each year.

The Research Council employs fixed rates for various types of fellowships. To calculate payroll and indirect expenses, see Payroll expenses and rates.

Please make sure that the amount sought from the Research Council conforms to requirements about minimum/maximum funding amount sought set out in the call for proposals.

Payroll and indirect expenses encompass salary and social security costs for R&D personnel taking part in the project and indirect costs related to the performance of the R&D activities, such as rent, administrative support functions, ICT, etc.

Procurement of R&D services

Procurement of R&D services from all sectors (universities and university colleges, research institutes, industry) should be entered here. Purchase of other services should be listed under “Other operating expenses”.

Equipment

Depreciation costs for research infrastructure that is to be used in the project but was not obtained using funding from the Research Council should be entered here.

Other operating expenses

All direct project-related costs, i.e. costs for goods and services related to the project (chemicals, consumables, travel, fieldwork, seminars and meetings, data acquisition, dissemination and publication activities, etc.) should be entered here.

	2016	2017	2018	2019	2020	2021	Sum
Doctoral fellowships	3 012	4 156	4 280	1 102			12 550
Post-doctoral fellowships	1 004	1 039	1 070				3 113
Grants for visiting researchers		110	110	110			330
Grants for overseas researchers		44	44	44			132
Researcher positions	402	416	1 498	1 543	441		4 300
Hourly-based salary including indirect costs							0
Sum payroll and indirect expenses	4 418	5 765	7 002	2 799	441	0	20 425
Procurement of R&D services							0
Equipment							0
Other operating expenses	450	450	450	450	450		2 250
Sum from Research Council	4 868	6 215	7 452	3 249	891	0	22 675

Curriculum Vitae (Short version)

Personal data, education and work experience

- Ståle Einarsen, born 0902 1963 at Stord, Norway – Norwegian Citizen
- Cand.psychol. (1990), Dr.psychol (1996)
- Mobilphone: 91183855, e-mail stale.einarsen@psysp.uib.no
- Professor of Work and Organizational Psychology, Department of Psychosocial Science, University of Bergen 2003 – to present.
- Associate Professor in Work and Organizational Psychology, Department of Psychosocial Science, University of Bergen (1996 – 2003) .

Administrative and academic obligations

- Member of the board of the Faculty of Psychology, University of Bergen (2013 -)
- Member of the board of the International Association on Bullying and Harassment at work (2012-)
- Head of Program Committee of the European Congress of Work and Organizational Psychology, 20-23rd of May, 2015 in Oslo.
- Consulting editor of European Journal of Work and Organizational Psychology (2011 -)
- Head of research gruppe FALK/ Bergen Bullying Research Group (2004 -)
- Head of interim board of the International Association on Bullying and Harassment at work (2006 – 2008)
- Member of the board of Graduate School of Human Interaction and Growth, Faculty of Psychology, University of Bergen (2007 -)
- Vice head of Department of Psychosocial Science, University of Bergen (2003 - 2005)
- Head of Research committee at Department of Psychosocial Science (2003 –2005)
- Member of the Committee for Research at the Faculty of Psychology (2003 - 2005)
- Chairman of 4th. International Conference on Bullying at Work, University of Bergen (2004)
- Board of the European Academy of Occupational Health Psychology (2002 – 2004)
- Guest editor of European Journal of Work and Organizational Psychology, (10 (4), 2001)
- Member of the board of Centre for Women and Gender Research, University of Bergen (1998 – 1999)

Awards, prizes, evaluations, nominations and impact

- Research group graded “Very good international standard” in the evaluation of psychology and psychiatry in 2011 by the Norwegian Research Council
- Google Scholar calculated h-index of 43, with a score of 39 over the last five years. Numbers of citations are 11312, of which 7873 is after 2010. Per 26th of May 2015.
- Nomination for Best Poster Award at 16th European Congress of Work and Organizational Psychology, Munster, Germany, 2013.
- Leadership Quarterly: Most cited paper 2007-2012; Einarsen, S., Aasland, M.S. & Skogstad, A. (2007). Destructive leadership: A definition and a conceptual model. *Leadership Quarterly*, 18, 207- 216.
- Two articles among the four most read articles in Work and Stress – and International Journal of Work, Health and Organizations per 26. of May, and three among the 20 most cited articles.
- Four articles among the 20 most cited articles last 3 years in European Journal of Work and Organizational Psychology
- International Journal of Manpower; 2012 Best article award: Berthelsen, M., Skogstad, A., Lau, B. & Einarsen, S. (2011). Do they stay or do they go? A longitudinal study of intentions to leave and exclusion from working life among targets of workplace bullying. *International Journal of Manpower*, 32 (2), 178-193.
- Citation of Excellence and highest quality rating by ANBAR Electronic Intelligence: Einarsen, S. (1999). The nature and causes of bullying at work. *International Journal of Manpower*, 20, 26-27.

Editorial work, referee work

- Referee: European Journal of Work and Organizational Psychology, International Journal of Manpower, Human Relations, Violence and Victims, Scandinavian Journal of Psychology, Scandinavian Journal of Work, Environment and Health, Journal of Occupational and Organizational Psychology, Work and Stress, etc.
- Guest editor in European Journal of Work and Organizational Psychology in collaboration with Professor Dieter Zapf (issue 10, 4, 2001)
- Consulting editor of European Journal of Work and Organizational Psychology (2012 -)

Invited lectures and key-note lectures at international conferences and meetings

- Invited key-note at XX1st. biennial World Meeting of the International Society for Research on Aggression (ISRA), Atlanta, 15-19. July, 2014.
- Invited master-class at APA conference on Work, Stress and Health 2012, Orlando, July, 2012.
- Invited Key note lecture at Working Life 2012, National Conference, Stockholm october 2012
- Key note lecture at ESRC Meeting on workplace bullying, University of London, England, 18/3 2013
- Key-note lecture at The South American Conference on Work and Organizations, (Montevideo Uruguay, August, 2012)
- Key note lecture at the 7th. International Conference on Bullying and Harassment in the Workplace (Cardiff, June 2010)
- Invited Symposium chair at European Congress of Work and Organizational Psychology, Santiago de Compostella, 13-16th of May 2009).

- Key note lecture at ICOH Conference on Psychosocial Factors at Work (Quebec, September 2008)
- Key-note lecture at 6th, International Conference on Bullying and Harassment in the Workplace (Montreal, June 2008)
- Key note lecture at the 5th. International Conference on Bullying and Harassment in the Workplace (Dublin, Ireland, June 2006)
- Invited lecture at the American Academy of Management (Hawaii, August 2005)
- Key note lecture at the 49. Nordic Work Environment Meeting (Savonlinna, Finland August, 2003).
- Invited lecture at the Trinity College's Conference on Bullying and Suicide (Dublin, Ireland, October 2003)
- Key-note lecture at the ESRC meeting on Bullying at work, University of London (London, England, September 2003)
- Key-note lecture at the Congress of the European Academy of Occupational Health Psychology (Vienna, Austria, December 2002)
- Invited lecture at the Closing Event of the European Week of Safety and Health at Work (Bilbao, Spain, November 2002)
- Key-note lecture at the International Conference on Bullying at Work (London, England, September 2002)
- Key-note lecture at the Adelaide International Conference on Bullying and Harassment at work (Adelaide, Australia, September 2002)
- Key-note lecture at the Kurt Lewin Institute Conference 2001 (Holland, October, 2001)
- Key-note lecture at the Transcending Boundaries Conference (Brisbane, Australia, September 2000)
- Invited lecture at the 1st. Annual Conference of the International Harassment Network (Oxford, England September 1998)
- Key-note lecture at the 1998 Research update conference on Bullying at Work (Staffordshire, England, 1998)

Invited guest lectures at the following universities and international bodies:

- Invited lecture for staff at University of Linköping (2014); University of the Republic, Montevideo, Uruguay (2012); University of Munich, Germany (June 2009); University of Milan, Italy (2009); Norwegian School of Economics (2005 and 2006); University of Manchester, UK (2005) / (1997); Griffith University, Australia (2002); University of Aarhus, Denmark (1998); University of Salford, UK (1987),
- Invited lecture at Nordic Institute of Advanced training in Occupational Health, Copenhagen, 2012
- Invited lecture at Nordic Institute of Advanced training in Occupational Health (NIVA), Reykjavik, 2012
- Invited lectures at University of the Republic, Montevideo, Uruguay, August 2012
- Invited lecture Bispebjerg Hospital, Copenhagen, Denmark, 2012.
- Master Class at the EU Commission Brussels, October 2010.
- Invited lecture at Arbejdsmiljøinstituttet i Copenhagen, Denmark, (1998 and 2006)

Supervised PhD candidates at the Faculty of Psychology, University of Bergen.

- Gro Ellen Mathisen (2005). *Climates for creativity and innovation: Definitions, measurement, predictors, and consequences.*
- Stig Berge Matthiesen (2006). *Bullying at work. Antecedents and outcomes.*
- Lars Glasø (2006). *Emotions in leader-subordinate relationships.*
- Nielsen, M.B. (2009). *Methodological issues in research on workplace bullying. Operationalisations, measurements, and samples.*
- Hauge, L.J. (2010). *Environmental antecedents of workplace bullying.*
- Bjørkelo, B. (2010). *Whistleblowing at work. Antecedents and consequences.*
- Notelaers, G. (2011). *Workplace bullying. A risk control perspective.*
- Merethe Schanke Aasland (2012). *Destructive leadership; Conceptualizations, measurements, prevalence and Outcomes.*
- Tina Løkke Vie (2012). *Cognitive appraisal, emotions and self reported health among victims of workplace bullying: A stress-theoretical approach.*
- On-going supervisions of PhD projects on workplace bullying with Leo Kant (to be delivered 2016), Mats Glambek (To be delivered spring of 2016) and Iselin Reknes (To be delivered spring 2016).

Five most cited articles according to Google scholar (per May 2015)

- Einarsen, S. (2000). Harassment and bullying at work: A review of the Scandinavian approach. *Aggression and Violent Behavior, 4*(5), 379-401 (821 citations)
- Einarsen, S. (1999). The nature and causes of bullying at work. *International Journal of Manpower, 20*, 26-27. (760 citations)
- Einarsen, S., Hoel, H., Zapf, D. & Cooper, C.L. (2011). The concept of bullying and harassment at work: The European tradition. In S. Einarsen, H. Hoel, D. Zapf & C.L. Cooper (eds), *Workplace bullying: Developments in theory, research and practice*. Boca Raton, FL; Taylor and Francis. (736 citations)
- Einarsen, S. & Skogstad, A. (1996). Bullying at work: Epidemiological findings from public and private organizations. *European Journal of Work and Organizational Psychology, 5*; 185-201. (711 citations)
- Einarsen, S. & Raknes, B.I. (1997). Harassment at work and the victimization of men. *Violence and Victims, 12*, 247- 263. (672 citations)

Edited international volumes

- Zapf, D. & Einarsen, S. (2001) (Eds.). *Bullying in the workplace. Recent trends in research and practice*. Hove: Psychology Press.
- Einarsen, S. Hoel, H. Zapf, D. & Cooper, C.L. (2003). *Bullying and Emotional Abuse at the Workplace. International trends in Research and Practice*. London; Taylor and Francis.
- Einarsen, S., Hoel, H., Zapf, D. & Cooper, C.L. (2011). *Bullying and harassment in the workplace. Developments in theory, research and practice*. Boca Raton, FL; CRC press, Taylor and Francis. (E)

Peer review articles 2009 – 2014

- Einarsen, S, Hoel, H. & Notelaers, G. (2009). Measuring exposure to bullying in the workplace: Development and validity for the revised Negative Acts Questionnaire. *Work and Stress*, 23; 24-44.
- Glasø, L., Nielsen, M., & Einarsen, S. (2009). Interpersonal problems among victims and perpetrators of workplace bullying. *Journal of Applied Social Psychology*, 39(6), 1316–1333.
- Glasø, L., Nielsen, M.B., Einarsen, S., Haugland, K. & Matthiesen, S.B. (2009). Grunnleggende antagelser og symptomer på posttraumatisk stresslidelse blant mobbeofre. *Tidsskrift for Norsk Psykologforening*, 46, 153-160.
- Hauge, L.J., Skogstad, A., & Einarsen, S. (2009). Individual and situational predictors of workplace bullying. Why do perpetrators engage in bullying of others. *Work and Stress*, 23 (4), 349- 358.
- Lind, K., Glasø, L., Pallesen, S., & Einarsen, S. (2009). Personality Profiles among Targets and Non-targets of Workplace Bullying. *European Psychologist*, 14(3), 231-237.
- Nielsen, M.B., Matthiesen, S.B. & Einarsen, S. (2009). The impact of methodological moderators on the prevalence of workplace bullying. A meta-analysis. *Journal of Occupational and Organisational Psychology*. Early online; DOI:10.1348/096317909X481256
- Nielsen, M. B., Skogstad, A., Matthiesen, S. B., Glasø, L., Aasland, M. S., Notelaers, G., Einarsen, S.. (2009). Prevalence of workplace bullying in Norway: Comparisons across time and estimation methods. *European Journal of Work and Organizational Psychology*, 18(1), 81-101.
- Van de Vliert, E., & Einarsen, S., Euwema, M.C., & Janssen, O. (2009). Ecological limits to globalization of managerial situations. *International Journal of Cross Cultural Management*, 9 (2), 185-189.

2010

- Bjørkelo B., Matthiesen, S.B. & Einarsen S. (2010). Predicting proactive behaviour at work. Exploring the role of personality as an antecedent of whistleblowing at work *Journal of Occupational and Organisational Psychology*. 83, 371-394.
- Bjørkelo B., Ryberg, W., Matthiesen, S.B. & Einarsen S. (2010). Silence is golden? Characteristics and experiences of self reported whistleblowers in Norway. *European Journal of Work and Organizational Psychology*, Early online DOI: 10.1080/13594320903338884
- Glasø, L., Vie, T., Holmdal, G.R. & Einarsen, S. (2010). An application of affective events theory to workplace bullying. *European Psychologist*, DOI 10.1027/1016-9040/a000026
- Glasø, L., Einarsen, S., Matthiesen, S.B. & Skogstad, A. (2010). The dark side of leaders: A representative study of interpersonal problems among leaders. *Scandinavian Journal of Organizational Psychology*, 2 (2),
- Hauge, L.J., Skogstad, A. & Einarsen, S. (2010). The relative impact of bullying as a social stressor at work. *Scandinavian Journal of Psychology*, 51, 426-433.
- Hauge, L.J., Skogstad, A. & Einarsen, S. (2010). Role stressors and exposure to workplace bullying. Causes or consequences of what and why? *European Journal of Work and Organizational Psychology*, 20 (5), 610 -630
- Hoel, H. Glasø, L., & Einarsen, S., Hetland, J. & Cooper, C.L. (2010). Leadership style as a predictor of bullying in the workplace. *British Journal of Management*, 21, 453-468.
- Hoel, H. & Einarsen, S. (2010). Shortcomings of anti bullying regulations; The case of Sweden. *European Journal of Work and Organizational Psychology*, 19 (1), 30-50.
- Matthiesen, S. B., & Einarsen, S. (2010). Bullying in the workplace: Definition, prevalence, antecedents and consequences. *International Journal of Organizational Theory and Behavior*, 13(2), 202-248.
- Matthiesen, S. & Einarsen, S. (2010). Bullying in the workplace: Definition, prevalence, antecedents and consequences. *International Journal of Organization Theory and Behavior*, 13 (2) 202-248.
- Nielsen, M.B., Matthiesen, S.B. & Einarsen, S. (2010). The impact of methodological moderators on the prevalence of workplace bullying. A meta-analysis. *Journal of Occupational and Organisational Psychology*, 83, 955-979.
- Nielsen, M. B., Bjørkelo, B., Notelaers, G., & Einarsen, S. (2010). Sexual harassment: Prevalence, outcomes and gender differences assessed by three different estimation methods. *Journal of Aggression, Maltreatment and Trauma*, 19(3), 252 — 274.
- Notelaers, G. De Witte, H., & Einarsen, S. (2010). A job characteristics approach to explain workplace bullying. *European Journal of Work and Organizational Psychology*. 19(4), 487-504.
- Notelaers, G. Baillien, E. Neyens, I. De Witte, H. Einarsen, S. & Vermunt, J.K. (2010). Exploring the risk groups and branches for workplace bullying : A latent class cluster approach. *Industrial Health, Early online from June 2010*.
- Vliert, E. v. d., Matthiesen, S. B., Gangsøy, R., Landro, A. B., & Einarsen, S. (2010). Winters, summers, and destructive leadership cultures in rich regions. *Cross-Cultural Research*, 44(4), 315-340.
- Vie, T. L., Glasø, L. & Einarsen, S. (2010). Does trait anger, trait anxiety or organisational position moderate the relationship between exposure to negative acts and self-labelling as a victim of workplace bullying? *Nordic Psychology* 62(3), 67-79.
- Vie, T., Glasø, L. & Einarsen, S. (2010). Health outcomes of self-labelling as a victim of workplace bullying. *Journal of Psychosomatic research*, 70(1), 37-43.

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- Berthelsen, M., Skogstad, A., Lau, B. & Einarsen, S. (2011). Do they stay or do they go? A longitudinal study of intentions to leave and exclusion from working life among targets of workplace bullying. *International Journal of Manpower*, 32 (2), 178-193.
- Bjørkelo B., Einarsen, S., Nielsen, M.B. & Matthiesen, S.B. (2011). Silence is gold? Characteristics and experiences of self reported whistleblowers in Norway. *European Journal of Work and Organizational Psychology*, 20 (2), 206-238.
- Dagsland, Å. H. B., Mykletun, R. & Einarsen, S. (2011) Apprentices' Expectations and experiences in the Socialisation Process in their Meeting with the Hospitality Industry. *Scandinavian Journal of*

- Glasø, L., Bele, E., Nielsen, M.B. & Einarsen, S. (2011). Bus drivers' exposure to bullying at work: An occupation-specific approach. *Scandinavian Journal of Psychology*, 52, 484-493.
- Hauge, L.J., Einarsen, S., Knardahl, S., Lau, B., Notelaers, G. & Skogstad, A. (2011). Leadership and role stressors as departmental level predictors of workplace bullying. *International Journal of Stress Management*, Vol. 18, No. 4, 305–323
- Hauge, L.J., Skogstad, A., Einarsen, S. (2011). Role stressors and exposure to workplace bullying: Causes or consequences of what and why? *European Journal of Work and Organizational Psychology*, 20 (5), 610 -630.
- Mathisen, G.E., Einarsen, S. & Mykletun, R. (2011). The relationship between supervisor personality, supervisors' perceived stress and workplace bullying. *Journal of Business Ethics*, 99, 637-651.
- Notelaers, G., Vermunt, J.K., Baillien, E., Einarsen, S. & DeWitte, H. (2011). Exploring risk groups and risk factors for workplace bullying. *Industrial Health*, 49; 73-88.
- Notelaers, G., DeWitte, H. & Einarsen, S. (2010). A job characteristics approach to workplace bullying. *European Journal of Work and Organizational Psychology*, 19 (4) 487-504.
- Skogstad, A., Torsheim, T. & Einarsen, S. (2011). Testing the work environment hypothesis of bullying on a group level of analysis: Psychosocial factors as precursors of observed workplace bullying. *Applied Psychology: An international Review*, 60; 475-495.
- Vie, T., Glasø, L. & Einarsen, S. (2011). Health outcomes of self-labelling as a victim of workplace bullying. *Journal of Psychosomatic research*, 70(1), 37-43.

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- Burke, R.J., Matthiesen, S.B., Einarsen, S., Fiksenbaum, L. & Soiland, V. (2012). Workaholism components among Norway oil rig workers. *ISGUC The Journal of Industrial Relations and Human Resources*, 12(2), 25-40.
- Mathisen, G.E., Øgaard, T. & Einarsen, S. (2012). Situational and individual antecedents of workplace victimization. *International Journal of Manpower*, 33 (5), 539-555.
- Mathisen, G.E., Einarsen, S. & Mykletun, R. (2012). Creative leaders promote creative organizations. *International Journal of Manpower*, 33 (4), 367-382.
- Nielsen, M. B. & Einarsen, S. (2012). Outcomes of workplace bullying. A meta-analytic review. *Work & Stress*, 26(4), 309-332.
- Nielsen, M.B. & Einarsen, S. (2012). Prospective relationships between workplace sexual harassment and psychological distress. *Occupational Medicine*, 62, 226-228.
- Nielsen, M.B., Hetland, J., Matthiesen, S.B. & Einarsen, S. (2012). Longitudinal relationships between workplace bullying and psychological distress. *Scandinavian Journal of Work, Environment and Health*, 38 (1), 38-46.
- Notelaers, G.V., Baillien, E., DeWitte, H., Einarsen S. & Vermunt, J. (2012). Testing the strain hypothesis of the Demand Control Model to explain severe bullying at work. *Economic and Industrial Democracy*, DOI: 10.1177/0143831X12438742
- Vie, T., Glasø, L. & Einarsen, S. (2012). How does it feel. Workplace bullying, emotions and musculoskeletal complaints. *Scandinavian Journal of Psychology*, 53, 165–173

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- Kant, L., Einarsen, S., Torsheim, Skogstad, A. (2013): Beware the angry leader: Trait anger and trait anxiety as predictors of petty tyranny. *Leadership Quarterly*, 24 (1), 106-124.
- Nielsen, M. B. & Einarsen, S. (2013). Can observations of workplace bullying really make you depressed? A response to Emdad et al. *International Archives of Occupational and Environmental Health*. DOI 10.1007/s00420-013-0868-7
- Nielsen, M. B., Glasø, L., Matthiesen, S. B., Eid, J., & Einarsen, S. (2013). Bullying and risk-perception as health hazards on oil rigs. *Journal of Managerial Psychology*, 28(4), 367-383.
- Notelaers, G. & Einarsen, S. (2013). The world turns at 33 and 45: Defining simple cutoff scores for the Negative Acts Questionnaire Revised in a representative sample. *European Journal of work and Organizational Psychology*, 22 (6); 670-682.
- Reknes, I., Lau, B., Einarsen, S. & Knardahl, S. (2013). The prospective relationship between role stressors and new cases of self-reported workplace bullying. *Scandinavian Journal of Psychology*. DOI: 10.1111/sjop.12092
- Reknes, I., Pallesen, S., Magerøy, N.M., Moen, B.E., Bjorvatn, B. & Einarsen, S. (2013). Exposure to bullying behaviors as a predictor of mental health among Norwegian nurses: results from the prospective SUSS-survey. *International Journal of Nursing Studies*. <http://dx.doi.org/10.1016/j.ijnurstu.2013.06.017>
- Van de Vliert, E., Einarsen, S., & Postmes, T. (2013). Rethinking climatic determinism of conflict. *Science* published online 16 September 2013: <http://comments.sciencemag.org/content/10.1126/science.1235367>.
- Van de Vliert, E., Einarsen, S., & Nielsen, M. B. (2013). Are national levels of employee harassment cultural co-variations of climato-economic conditions? *Work & Stress*, 27 (1); 106-122.

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- Einarsen, S., Kaland, C., Hurley, M., Pedersen, L.L.N. & Aasland, M.S. (2014). Destruktiv ledelse: Vurderes kvinnelige og mannlige ledere forskjellig? *MAGMA. Tidsskrift for Økonomi og Ledelse*, 17; 68-76.
- Einarsen, S., Nielsen, M.B. (2014). Workplace bullying as an antecedent of mental health problems: A five year prospective and representative study. *International Archives of Occupational and Environmental Health*; early online DOI 10.1007/s00420-014-0944-7
- Glabek, M., Matthiesen, S.B., Hetland, J. & Einarsen S. (2014). Workplace bullying as an antecedent to job insecurity and intention to leave: A 6 month prospective study. *Human Resource Management Journal*, doi:10.1111/1748-8583.12035
- Nielsen, M.B., Magerøy, N., Gjerstad, N. & Einarsen, S. (2014). Mobbing i arbeidslivet og senere helseplager. *Tidsskrift for Norsk Legeforening*, 134 (12-13); 1233-1238.
- Skogstad, A., Aasland, M.S., Nielsen, M.B., Hetland, J., Matthiesen, S.B. & Einarsen S. (2014). The relative effects of constructive, laissez-faire and tyrannical leadership on subordinate job satisfaction; results from two prospective and representative studies. *Zeitschrift für Psychologie*, 222 (4): 221-232.
- Skogstad, A., Hetland, J., Glasø, G. & Einarsen, S. (2014). Is avoidant leadership a root cause of subordinate stress? Longitudinal relationships between Laissez-faire leadership and role ambiguity. *Work and Stress*, 28 (4) 323-341.
- Malinauskienė, V. & Einarsen, S., (2014) Workplace bullying and posttraumatic stress symptoms among family physicians in Lithuania: An occupation and region specific approach. *International Journal of Occupational Medicine and Environmental Health*, 27 (6); 919-932.

Curriculum Vitae (Guy Notelaers)

PERSONALIA

Guy Notelaers, Løfjellvegen 58, 5300 Kleppestø, Hordand
Born 17/1/1968, in Tongeren, Belgium
Married to Katrien Van Nieuwenhove
Tel : 0047/95465057

EDUCATION

Education

- 1995 Master in Political Sciences, K.U.-Leuven. Master Thesis : 'Theory and Practice of Strikes from 1980'
2000 Master in Quantitative Analysis for the Social Sciences, K.U.-Brussel.
2011 PhD at the University of Bergen, Faculty of Psychology.
Pdh Thesis : 'Workplace Bullying: a risk control perspective'

Workshops

- 2000 Sampling Design. Summer school for Statistics in the Social Sciences. Essex University.
2003 -Lisrel 8.54. Three day workshop by Prof. Joreskog (Upsula University) at University of Jena, Germany.
2004 Latent Gold 4. Workshop by Prof. Vermunt (Tilburg University) at the 24th biennale of the Society for Multivariate Analysis in the Behavioural Sciences. Jena, Duitsland, 2004.
2009 -Mixed linear modelling of treatment / intervention studies. ECT course in the Graduate School of Clinical and Developmental Psychology, University of Bergen
-Key Issues in applied statistical modelling in the social sciences. ECT course in the Graduate School of Clinical and Developmental Psychology, University of Bergen.
-Latent Gold 4.5. Online course organized by Statistical Innovations under the supervision of dr. Jay Magidson.
2013 - Introduction to Bayesian Statistics. Utrecht Summerschool of Statistics, Netherlands
2014 – Advanced Modelling in Mplus 7.2. Faculty of Social Sciences, Cambridge University, UK.

WORK

Work Experience

- 1989-1990 Bleu Collar Worker. Ford Motor Company, Genk, Belgium
1995-1996 Research at the Inter Universitair Steunpunt Arbeid, Free University of Brussels.
1997-2007 Researcher at the National Institute for the Improvement of Working Conditions, Departement of Labour, Belgian Federal Government.
2008-2011 PhD Student, Universitetet I Bergen. Det Psykologisk Fakultetet.
2011-2012 Assistant Professor Organizational Behaviourity at School Business and Economic, Departement Organisation and Strategy, Maastricht University.
2012- 2013 Assistant Professor Strategic Human Resources Management, Faculty of Management. Radboud University Nijmegen.

2013-2014 Associate Professor of Work and Organizational Psychology,
Department of Psychosocial Science, University of Bergen.

2014- Full Professor of Work and Organizational Psychology, Faculty of
Psychology, University of Bergen.

Research Network Memberships

2006- Member of the European Association of Work and Organisational
Psychology.

2012 Member of the International Association on Workplace Bullying
and Harassment

2013 Member of the Academy of Management: Organisational
Development, Organizational Research Methods and the
Organisational Behavior tracks.

Reviewer for

- International Journal of Resource Management - Journal of Occupational
and Organizational Psychology - Human Relations - European Journal Work
and Organisational Psychology - Scandinavian Journal of Psychology - Work &
Stress - Spanish Journal of Psychology - Journal of Human Resource
Management - International Journal of Human Resource Management-
Personnel Psychology – Organizational Research Methods- Plos One -
Occupational and Environmental Medicine.

Awards

2010 Yngre Fremgaende Forsker ved Institut for Samfunnspsykologi
(40 000 NOK) (Most promising PhD researcher, Faculty of
Psychology, Bergen)

2011 - Best Paper Award: Schreurs, B., Schumacher, D., van
Emmerik, IJ. H., Guenter, H., & Notelaers, G. (2011). Pay level
dissatisfaction and employee outcomes: The moderating effect
of employee involvement climate. Paper accepted for
presentation at the 10th *Southern Management Association
Annual Meeting*, Savannah, GA, November 9-12.
- Best Article Award of Gedrag & Organisatie Baillien, E.
Neyens, I., De Witte, H., & Notelaers, G. (2008) Constructie
van een risico-analyse tool voor de preventie van pesterijen op
het werk. [Construction of a risk analysis tool for the prevention
of workplace bullying] *Gedrag & Organisatie*, 21 (3).

A. Refereed scientific articles

A1. Journal articles refereed, original research

42. Leon-Perez, J.M. Notelaers, G. Leon-Rubio. J.M. (2015, published online). Assessing the
Effectiveness of a Conflict Management Training in a Health Sector Organization: Evidence from
Subjective and Objective Indicators. *European Journal of Work and Organizational Psychology*

41. Astrauskaite, M. Kern, R.M. Notelaers, G. (2014). An Individual Psychology Approach toward
Underlying Factors of Workplace Bullying. *The Journal of Individual Psychology*, 70, 220-244.

40. Astrauskaite, M. Medisauskaite, A. Notelaers, G. & Kern, R.M. (2014). Deterring Role of
Transformational Leadership and Core Job Characteristics on Workplace Harassment. *Scandinavian
Journal of Psychology*. Published early online.

39. Schreurs, B., Guenter, H., van Emmerik, H., Notelaers, G., & Schumacher, D. (2014). Pay level satisfaction and employee outcomes: The moderating effect of autonomy and support climate. *International Journal Human Resource Management*. Published early online.
38. Stoffers, J.M.M., Van der Heijden, B.I.J.M., & Notelaers, G. (2014). Toward a Moderated Mediation Model of Innovative Work Behavior Enhancement: A study of Leader-Member Exchange and Organizational Citizenship Behavior by Firm Performance. *Journal of Organizational Change Management*, 27(4), 642-659.
37. Bammens, Y., Notelaers, G., & Van Gils, A. (2014). Employees as a source of innovation: A study on the implications of family business employment. *Family Business Review*. Published early online
36. Leon-Perez, J., & Notelaers, G. (2014). Identifying Victims of Workplace Bullying by Integrating Traditional Estimation Methods into a Latent Class Cluster Approach. *Journal of Interpersonal Violence*, 29(7), 1155-1177.
35. Scheurs, B., Guenter, H., Schumacher, D., van Emmerik, H., & Notelaers, G. (2013). Pay Level Satisfaction and Employee Outcomes: The Moderating Effect of Employee Involvement Climate. *Human Resources Management*, 52(3), 399-421.
34. Notelaers, G., Baillien, E., De Witte, H., Vermunt, J.K., & Einarsen, S. (2013). Testing the strain hypothesis of the demand control model to explain severe bullying at work. *Economic and Industrial Democracy*, 34(1), 69-87.
33. Germeijs, V., Luyckx, K., Notelaers, G., Goossens, L., & Verschueren, K. (2012). Choosing a Major in Higher Education: Profiles of Students' Educational Decision-Making Process. *Contemporary Educational Psychology*, 37(3), 229-239.
32. Glasø, L., Notelaers, G., & Einarsen, S. (2012). Workplace bullying, emotions, and outcomes. *Violence & Victims*, 27(3), 360-377.
31. Notelaers, G., & Einarsen, S. (2013). The world turns at 33 and 45. Defining simple cut-off scores for the Revised Negative Acts Questionnaire in a representative sample. *European Journal of Work and Organizational Psychology*, 22(6), 670-682.
30. Poilpot-Rocaboy, G., Notelaers, G., & Hauge, L.J. (2012). Exposition au harcèlement psychologique au travail: Impact sur la satisfaction au travail, l'implication organisationnelle et l'intention de départ. (Exposure to workplace bullying and its effect on job satisfaction, organisational commitment and turnover intention). *Psychologie du Travail et des Organisations*.
29. Schreurs, B., Vandenbroeck, A., Van der Heyden, B., Notelaers, G., & De Witte, H. (2012). Werkeisen, energiebronnen en leeftijd [The relationship between job demands, job resources, strain, and work enjoyment: A matter of age?]. *Gedrag en Organisatie*.
28. Glasø, L., Notelaers, G., & Skogstad, A. (2011). The importance of followers' emotions in effective leadership. *Scandinavian Journal of Work and Organizational Psychology*.
27. Baillien, E., Notelaers, G., Mathiessen, S., & De Witte, H. (2011). The relationship between the work unit's conflict management styles and bullying at work: Moderation by conflict frequency. *Economic and Industrial Democracy*, 32(3), 401-419.
26. Hauge, L.J., Einarsen, S., Knardahl, S., Lau, B., Notelaers, G., & Skogstad, A. (2011). Leadership and role stressors as departmental level predictors of workplace bullying. *International Journal of Stress Management*, 18(4), 305-323.
25. Hetland, H., Hetland, J., Andreassen, C.S., Pallesen, S., & Notelaers, G. (2011). How transformational leadership leads to work engagement: the mediation role of basic needs. *Career Development International*, 16(5), 507-533.
24. Notelaers, G., Baillien, E., Neyens, I., De Witte, H., Einarsen, S., & Vermunt, J.K. (2011). Exploring the risk groups and branches for workplace bullying: A latent class cluster approach. *Industrial Health*, 49(1), 73-88.
23. Rodríguez-Muñoz, A., Notelaers, G., & Moreno-Jiménez. (2011). Does worry and need for recovery mediate the relationship between bullying and sleep quality? *Behavioural Psychology*, 19(2), 453-468.
22. Schreurs, B., De Cuyper, N., van Emmerik, H., Notelaers, G., & De Witte, H. (2011). Job Demands-Resources and Early Retirement Intention: Difference between Blue- and White-collar workers. *Economic and Industrial Democracy*, 32(1), 47-68.
21. Schreurs, B., De Cuyper, N., van Emmerik, I.J.H., Notelaers, G., & De Witte, H. (2011). Job demands and resources and their associations with early retirement intentions through recovery need and work enjoyment. *South African Journal of Industrial Psychology*, 37, 11 pages.
20. Aasland, M., Skogstad, A., Notelaers, G., Nielsen, M.-B., & Einarsen, S. (2010). The prevalence of destructive leadership in the Norwegian Workforce. *British Journal of Management*, 21(2), 438-452.
19. Baillien, E., Rodríguez-Munoz, A., De Witte, H., Notelaers, G., & Moreon-Jiminéz, B. (2010). The demand-control model and target's reports of bullying at work: A test within Spanish and Belgian blue-collar workers. Extension of Karasek's job demand control model to bullying at work. *European Journal of Work and Organizational Psychology*, 20(2), 157-177.

- 18.Nielsen, MB. Bjørkelo, B. Notelaers, G. & Einarsen, S. (2010). Sexual Harassment: Prevalence, Outcomes, and Gender Differences Assessed by Three Different Estimation Methods Sexual Harassment. *Journal of Aggression, Maltreatment and Trauma*, 19(3), 252 – 274.
- 17.Notelaers, G. De Witte, H. & Einarsen, S. (2010). A job characteristics approach to explain workplace bullying. *European Journal of Work and Organizational Psychology*. 19(4), 487-504.
- 16.Schreurs, B. van Emmerik, H, Notelaers, G. & De Witte, H. (2010). Job insecurity and employee health: The buffering potential of job control and job self-efficacy. *Work and Stress*, 24(1), 56-72.
- 15.De Cuyper, N. Notelaers, G. & De Witte, H. (2009). Transitioning between permanent and temporary employment. A two-wave study on the entrapment, the stepping stone and the selection hypothesis. *Journal of Organisational and Occupational Psychology*, 82(2), 67-88.
- 14.De Cuyper, N. Notelaers, G. & De Witte, H. (2009). Job insecurity and employability in fixed term contractors, agency workers and permanent workers: association with job satisfaction and affective organisational commitment. *Journal of Occupational Health Psychology*, 14(2), 193-205.
- 13.Einarsen, S. Hoel, H. & Notelaers (2009). Measuring exposure to bullying and harassment at work: validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised. *Work & Stress*, 23(1), 24-44.
- 12.Nielsen, M.B. Skogstad, A. Mathiessen, S.B. Glasø, L. Aasland, M.S: Notelaers, G. & Einarsen, S. (2009). Prevalence of workplace bullying in Norway: Comparison across time and estimation methods. *European Journal of Work and Organizational Psychology*, 18(1),81-101.
- 11.Schreurs, B. Derous. E. Proost, K. Notelaers, G. & , E. De Witte, K. (2009). Validation of a Questionnaire on Applicants' Expectations about Selection Procedures. *Gedrag en Organisatie*, 22(1), 50-75.
- 10.Baillien, E. Neyens, I. De Witte, H. & Notelaers, G. (2008). Constructie van een risico-analyse tool voor de preventie van pesterijen op het werk. [Construction of a risk analysis tool for the prevention of workplace bullying] *Gedrag & Organisatie*, 21 (3).
- 9.Baillien, E. Neyens, I. De Witte, H. & Notelaers, G. (2008). Van conflictescalatie tot pesterijen op het werk: een analyse met de conflictanteringstijlen uit de Dual Concern Theorie. [From conflict escalation to bullying at work: an analysis with the conflict managing styles of the Dual Concern Theory] *Gedrag & Organisatie*, 21(2). 113-136.
- 8.De Lange, A. De Witte, H. & Notelaers, G. (2008). Should I Stay or Should I go? Examining longitudinal relations among job resources and work engagement for stayers versus movers. *Work & Stress*, 22(3), 201-223.
- 7.Notelaers, G. (2008). Towards a job characteristics approach to explain workplace bullying. *International Journal of Psychology*, 43(3/4), 202.
- 6.Schreurs, B. Derous, E. Proost, K. De Witte, K. & Notelaers, G. (2008). Applicant Selection Expectations: Validating a Multidimensional Measure for the Military. *International Journal of Selection and Assessment*, 16(2), 170-176.
- 5.Notelaers, G. Demets, L. , & De Witte, H. (2007). Hangt een parallele hiërarchie in ziekenhuizen samen met de prevalentie van pesten bij verpleegkundigen? *Gedrag & Organisatie*, 20(2), 160-175.
- 4.Notelaers, G. De Witte, H. van Veldhoven, M. & Vermunt, J.K. (2007). Construction and validation of the Short Inventory to Monitor Psychosocial Hazards. *Médecine du Travail & Ergonomie / Arbeidsgezondheidszorg en Ergonomie*, 44(1), 11-18.
- 38.Victoir, A. Notelaers, G. De Cuyper, N. Eertmans, A. Van den Broucke, S. & Van den Berg, O. (2007). Health behaviour patterns are related to adolescents' well-being. *Health Psychology Review*, 1(1), 304.
- 3.Eertmans, A. Victoir, A. Notelaers, G. Vansant, G. , & Van den Bergh, O. (2006).The Food Choice Questionnaire: Factorial invariant over western urban populations? *Food Quality and Preference*, 17, 344-352.
- 2.Notelaers, G. Einarsen, S. De Witte, H. , & Vermunt, J.K. (2006). Measuring exposure to bullying at work. The advantages and validity of the latent class cluster approach. *Work & Stress*, 20,4, 288-301.
- 1.Notelaers, G. De Witte, H. Vermunt, J.K. & Einarsen, S. (2006). Pesten op het werk. Gewikt en gewogen. Een latente cluster benadering voor de Negative Acts Questionnaire. *Gedrag & Organisatie*, 19(2), 140-160.

A2. Review articles, refereed

2. Balducci, C. Spagnoli, P. Alfano, V. Barattucci, M. Notelaers, G. & Fraccaroli, F. (2010). Valutare il rischio mobbing nelle organizzazioni: Contributo alla validazione italiana Negative Acts Questionnaire (S-NAQ). *Psicologia Sociale*,1,141-161.
1. Skogstad, A. & Notelaers, G. (2009). Unnasluntring på jobben – et problem i norsk arbeidsliv. Om kontraproduktiv atferd på jobben og tilbaketrekkning fra arbeidsrollen. *Søkelys på arbeidslivet*, 26(1), 153-176.

CURRICULUM VITAE Johannes Gjerstad

Personal data:

Johannes Gjerstad
Hasselkroken 8, 1405 Langhus, Norway
Tlf mob: +47 40857057, work: +47 23195254
Email: Johannes.Gjerstad@stami.no
Birth date: January 25. 1969 (46 years old)
Married, two children

Education:

- 1999: Ph.D. (dr. scient.) University of Bergen. The title of the thesis was: "The role of the serotonergic, noradrenergic and opioid systems in modulation of spinal nociception"
- 1996: M.S. (cand. scient.) University of Bergen. The title of the thesis was: "Spinale serotoninreseptorer og smerteregulering"

Employment:

- Jun 2012 - to date: Professor (II), IBV, University of Oslo, Norway.
- Oct 2008 - to date: Senior Researcher 1183, National Institute of Occupational Health, Norway.
- May 2008 - May 2012: Ass. Professor (II), IBV, University of Oslo, Norway.
- Jan 2002 - Oct 2008: Research Scientist 1109, National Institute of Occupational Health, Norway.
- Sept 2000 - Jan 2002: Post doc., IMBV, University of Oslo, Norway.
- Dec 1999 - Sept 2000: Research Scientist 1109, FI, University of Bergen, Norway.
- Feb 1996 - Dec 1999: Ph.D. student / Stipendiat, FI, University of Bergen, Norway.

Leadership:

- Nov. 2014- to date: Head of biobank REK 2014/1725 sør-øst D.
- July 2014 - to date: Project leader of the NFR supported on-going survey; "Psychosocial work factors, persistent back pain and sickness absenteeism – the role of mental distress and epigenetic changes".
- July 2008 - to date: Project leader of the NFR and Health Authorities supported multi-centre study: "Work, genetics and pain / Genetic susceptibility and development of chronic sciatic pain".
- Feb 2007 - to date: Head of biobank nr 1896, REK S-07239b.

Evaluation performed by The Research Council of Norway (NFR) 2011:

Physiology-related Disciplines; University of Oslo, IBV, Physiology program. **Grade: Very Good to Excellent**

Publications in peer-reviewed journals

- 33 published articles, 19 articles last 5 years, 2 more articles in revision
- 2-3 more manuscripts submitted + +

Selected publications

Pedersen LM, Schistad E, Jacobsen LM, Røe C, **Gjerstad J**. Serum levels of the pro-inflammatory interleukins 6 (IL-6) and -8 (IL-8) in patients with lumbar radicular pain due to disc herniation: A 12-month prospective study. **Brain, behavior, and immunity** 2015; **46:132-136**. (Impact factor 5-6)

Dominguez CA, Kalliomaki M, Gunnarsson U, Moen A, Sandblom G, Kockum I, Lavant E, Olsson T, Nyberg F, Rygh LJ, Roe C, **Gjerstad J**, Gordh T, Piehl F. The DQB1 *03:02 HLA haplotype is associated with increased risk of chronic pain after inguinal hernia surgery and lumbar disc herniation. **Pain** 2013; **154(3): 427-433**. (Impact factor ~6)

Egeland N, Moen A, Pedersen LM, Brisby H, **Gjerstad J**. Spinal nociceptive hyperexcitability induced by experimental disc herniation is associated with enhanced local expression of Csf1 and FasL. **Pain** 2013; **154: 1743-1748**. (Impact factor ~6)

Olsen MB, Jacobsen LM, Schistad EI, Pedersen LM, Rygh LJ, Røe C, **Gjerstad J**. Pain Intensity the First Year after Lumbar Disc Herniation Is Associated with the A118G Polymorphism in the Opioid Receptor Mu 1 Gene: Evidence of a Sex and Genotype Interaction. **J Neurosci** 2012; **32(29): 9831-9834**. (Impact factor 7-8).

Research, ongoing projects (selected):

1. Project leader (PI) of the ongoing NFR supported prospective study: "Psychosocial work factors, persistent back pain and sickness absenteeism – the role of mental distress and epigenetic changes". In this project a new biobank (REK 2014/1725 Sør-Øst D) with a combination of data on psychosocial status, negative interpersonal behavior at work, pain scores, DNA/RNA samples and information about workplace absenteeism from the "FD-Trygd" database, will be established. The sampling of the data is performed in collaboration with Statistics Norway (SSB). The purpose of this project is to open up a new biopsychosocial field of research on how psychosocial work factors may lead to persistent back pain and workplace absenteeism. So far the project is run at National Institute of Occupational Health (NIOH) with the one PhD student, one master student and an engineer. J. Gjerstad is the main supervisor of the PhD student on the project; Daniel Jacobsen (NIOH).
2. Project leader (PI) of the NFR and Health Authorities supported multi-centre study: "Work, genetics and pain / Genetic susceptibility and development of chronic sciatic pain" (biobank nr 1896, REK S-07239b) at National Institute of Occupational Health (NIOH). The principal objective of the project is to examine the association between individual genetic susceptibility and development of chronic sciatic pain in patients. The project includes collaboration with dr. med. L. Rygh at Haukeland University Hospital (HUS) and prof. dr. med. C. Røe at Oslo University Hospital (OUS) Ullevål HF. In addition the project now includes collaboration with dr. med L. Grøvlø and dr. med. A. J. Haugen at Hospital Østfold (HØ). Two Ph.D. students L.M. Jacobsen (NIOH) and E.I. Schistad (OUS) - and one engaged researcher L.M. Pedersen (NIOH), have been working on the project. Both L.M. Pedersen, L.M. Jacobsen and E.I. Schistad have had J. Gjerstad as their main supervisor. L.M. Pedersen defended her thesis in February 2010, L.M. Jacobsen defended her thesis in September 2012 and E.I. Schistad will defend her thesis in September 2014. Gjerstad is also currently the main supervisor of two new PhD students on this project; A. Moen (OUS/NIOH) and E. Hasvik (HØ).
3. Project leader (PI) of the earlier NFR supported project "Spinal pain mechanisms" at NIOH. The principal objective of the project is to examine the mechanisms underlying sensitization of the pain pathways in a rat model. L.M. Pedersen (NIOH) was working on the project as a Ph.D. student with J. Gjerstad as her main supervisor until her defense of her thesis in February 2010. The project is now run together with research scientist F. Haugen, two master students and an engineer.

Academic supervision. J. Gjerstad as main supervisor:

2015-: Ph.D. student D. Jacobsen at NIOH.
2013-: Ph.D. student A. Moen, co-supervisor is C. Røe at OUS
2012-: Ph.D. student E. Hasvik co-supervisors are L. Grøvle and A.J. Haugen at HØ
2007-2014: Ph.D. student E.I. Schistad (50% clinic), co-supervisor is C. Røe at OUS, completion 24/9 2014
2008-2012: Ph.D. student L.M. Jacobsen, completion 13/8 2012
2003-2009: Ph.D. student L.M. Pedersen (mater leave, two children, 2006-2007), completion 22/1 2010
2013-: M.S. student D. Jacobsen completion 2014
2013-: M.S. student G.H. Moen completion 2014
2011-2012: M.S. student A. Moen completion 2012
2010-2012: M.S. student N. Egeland completion 2012
2010-2012: M.S. student K. Johnsen completion 2012
2010-2011: M.S. student M.B. Olsen completion 2011
2007-2009: M.S. student G.S. Eriksen, completion 2010
2005-2007: M.S. student L.M. Jacobsen, completion 2007
2003-2005: M.S. student G.F. Lien, completion 2005
2002-2003: M.S. student I. Bollerud, completion 2003

Academic supervision. J. Gjerstad as co-supervisor:

2014-: Ph.D. student S. Bjorland at OUS.
2006-2010: Ph.D. student T. Hjørnevik, main supervisor is F. Willoch, completion 2010
2009-2011: M.S. student A. Mahmood, main supervisor is L.M. Pedersen, completion 2011

Other scientific activities:

2013: PhD-3rd semester evaluation, Ida Aasebø, University of Oslo.
2008: PhD-thesis evaluation (2nd opponent), Frøydis Haugan, MD, University of Bergen.
2006 - 2015: External examiner; 16-17 Master theses; University of Oslo.

List of publications 2010-2015, full refereed articles Johannes Gjerstad

1. Pedersen LM, Schistad E, Jacobsen LM, Roe C, Gjerstad J. Serum levels of the pro-inflammatory interleukins 6 (IL-6) and -8 (IL-8) in patients with lumbar radicular pain due to disc herniation: A 12-month prospective study. *Brain, behavior, and immunity*. 2015 May;46:132-6. PubMed PMID: 25653193.
2. Moen A, Schistad EI, Rygh LJ, Roe C, Gjerstad J. Role of IL1A rs1800587, IL1B rs1143627 and IL1RN rs2234677 genotype regarding development of chronic lumbar radicular pain; a prospective one-year study. *PLoS One*. 2014;9(9):e107301. PubMed PMID: 25207923. Pubmed Central PMCID: 4160243.
3. Nielsen MB, Mageroy N, Gjerstad J, Einarsen S. Workplace bullying and subsequent health problems. *Tidsskrift for den Norske laegeforening : tidsskrift for praktisk medicin, ny raekke*. 2014 Jul 1;134(12-13):1233-8. PubMed PMID: 24989201.
4. Schistad EI, Espeland A, Rygh LJ, Roe C, Gjerstad J. The association between Modic changes and pain during 1-year follow-up in patients with lumbar radicular pain. *Skeletal radiology*. 2014 Sep;43(9):1271-9. PubMed PMID: 24965739.
5. Hasvik E, Iordanova Schistad E, Grovle L, Julsrud Haugen A, Roe C, Gjerstad J. Subjective health complaints in patients with lumbar radicular pain and disc herniation are associated with a sex - OPRM1 A118G polymorphism interaction: a prospective 1-year observational study. *BMC musculoskeletal disorders*. 2014;15:161. PubMed PMID: 24884878. Pubmed Central PMCID: 4038376.

6. Schistad EI, Espeland A, Pedersen LM, Sandvik L, Gjerstad J, Roe C. Association between baseline IL-6 and 1-year recovery in lumbar radicular pain. *European journal of pain*. 2014 Nov;18(10):1394-401. PubMed PMID: 24692238.
7. Schistad EI, Jacobsen LM, Roe C, Gjerstad J. The interleukin-1alpha gene C>T polymorphism rs1800587 is associated with increased pain intensity and decreased pressure pain thresholds in patients with lumbar radicular pain. *The Clinical journal of pain*. 2014 Oct;30(10):869-74. PubMed PMID: 24300227.
8. Egeland NG, Moen A, Pedersen LM, Brisby H, Gjerstad J. Spinal nociceptive hyperexcitability induced by experimental disc herniation is associated with enhanced local expression of Csf1 and FasL. *Pain*. 2013 Sep;154(9):1743-8. PubMed PMID: 23711477.
9. Jacobsen LM, Schistad EI, Storesund A, Pedersen LM, Espeland A, Rygh LJ, Roe C, Gjerstad J. The MMP1 rs1799750 2G allele is associated with increased low back pain, sciatica, and disability after lumbar disc herniation. *The Clinical journal of pain*. 2013 Nov;29(11):967-71. PubMed PMID: 23370084.
10. Dominguez CA, Kalliomaki M, Gunnarsson U, Moen A, Sandblom G, Kockum I, Lavant E, Olsson T, Nyberg F, Rygh LJ, Roe C, Gjerstad J, Gordh T, Piehl F. The DQB1 *03:02 HLA haplotype is associated with increased risk of chronic pain after inguinal hernia surgery and lumbar disc herniation. *Pain*. 2013 Mar;154(3):427-33. PubMed PMID: 23318129.
11. Matre D, Olsen MB, Jacobsen LM, Klein T, Gjerstad J. Induction of the perceptual correlate of human long-term potentiation (LTP) is associated with the 5-HTT genotype. *Brain research*. 2013 Jan 23;1491:54-9. PubMed PMID: 23123704.
12. Olsen MB, Jacobsen LM, Schistad EI, Pedersen LM, Rygh LJ, Roe C, Gjerstad J. Pain intensity the first year after lumbar disc herniation is associated with the A118G polymorphism in the opioid receptor mu 1 gene: evidence of a sex and genotype interaction. *The Journal of neuroscience : the official journal of the Society for Neuroscience*. 2012 Jul 18;32(29):9831-4. PubMed PMID: 22815498.
13. Jacobsen LM, Schistad EI, Storesund A, Pedersen LM, Rygh LJ, Roe C, Gjerstad J. The COMT rs4680 Met allele contributes to long-lasting low back pain, sciatica and disability after lumbar disc herniation. *European journal of pain*. 2012 Aug;16(7):1064-9. PubMed PMID: 22337560.
14. Eriksen GS, Jacobsen LM, Mahmood A, Pedersen LM, Gjerstad J. Inhibition of fatty acid amide hydrolase (FAAH) reduces spinal nociceptive responses and expression of spinal long-term potentiation (LTP). *Brain research bulletin*. 2012 Feb 10;87(2-3):234-7. PubMed PMID: 22133920.
15. Iordanova E, Roe C, Keller A, Skouen JS, Rygh LJ, Espeland A, Gjerstad J. [Long-lasting low back pain and MRI changes in the intervertebral discs]. *Tidsskrift for den Norske lægeforening : tidsskrift for praktisk medicin, ny raekke*. 2010 Nov 18;130(22):2260-3. PubMed PMID: 21109850. Langvarige korsryggssmerter og MR-forandringer i ryggvirvlene.
16. Sommerfeldt L, Portilla H, Jacobsen L, Gjerstad J, Wyller VB. Polymorphisms of adrenergic cardiovascular control genes are associated with adolescent chronic fatigue syndrome. *Acta paediatrica*. 2011 Feb;100(2):293-8. PubMed PMID: 21059181.
17. Hjørnevik T, Schoultz BW, Marton J, Gjerstad J, Drzezga A, Henriksen G, Willoch F. Spinal long-term potentiation is associated with reduced opioid neurotransmission in the rat brain. *Clinical physiology and functional imaging*. 2010 Jul;30(4):285-93. PubMed PMID: 20662879.
18. Jacobsen LM, Eriksen GS, Pedersen LM, Gjerstad J. Catechol-O-methyltransferase (COMT) inhibition reduces spinal nociceptive activity. *Neuroscience letters*. 2010 Apr 12;473(3):212-5. PubMed PMID: 20219633.
19. Pedersen LM, Jacobsen LM, Møllerup S, Gjerstad J. Spinal cord long-term potentiation (LTP) is associated with increased dorsal horn gene expression of IL-1beta, GDNF and iNOS. *European journal of pain*. 2010 Mar;14(3):255-60. PubMed PMID: 19596210.

CURRICULUM VITAE

Personalia

Name: Morten Birkeland Nielsen
Title: Professor, PhD, Cand. polit.
Phone work: 23 19 52 64
E-mail: morten.nielsen@stami.no
Nationality: Norwegian
Date of birth: 17.03.1977

Education

2005 - 2009 PhD. Psychology, University of Bergen.
2001 - 2003 Cand. polit. Psychology, Norwegian University of Science and Technology (NTNU).
2000 SIB1 Statistics, NTNU.
1996 - 2000 Cand. mag. UiB .

Work experience, positions

2014 – present Professor, 20%, UiB.
2011 – present Senior scientist, National Institute of Occupational Health.
2011 – 2013 Researcher 20%, Department for psychosocial science, UiB.
2009 – 2011 Post doc, Department for psychosocial science, UiB.
2005 - 2009 PhD-candidate Department for psychosocial science, UiB.
2003 - 2005 Research assistant, Department for psychosocial science, UiB.

Awards

Highly Commended Award Winner of the 2009 Emerald/EFMD Outstanding Doctoral Research Awards in the Leadership and Organization Development category.

Editorial work

2013 – d.d. Associate Editor in Work & Stress
2013 – d.d. Editorial board Scandinavian Psychologist

PUBLICATIONS

Dissertations (2)

Nielsen, M. B. (2009). *Methodological issues in research on workplace bullying. Operationalisations, measurements, and samples (pp. 173)*. Phd-dissertation, University of Bergen.

Nielsen, M. B. (2003). *Når mobberer er leder. En studie av sammenhengen mellom lederstiler og psykiske traumereaksjoner hos et utvalg mobbeofre (pp. 138)*. Universitetet i Bergen: Institutt for samfunnspsykologi. (Opprinnelig levert som hovedfagsoppgave ved Psykologisk institutt, NTNU.), Trondheim.

Scientific peer review papers (43 papers)

As first author (24 papers)

Nielsen, M. B. (2013). Bullying in work groups: The impact of leadership. *Scandinavian Journal of Psychology*, 54(2), 127-136.

Nielsen, M. B., Bergheim, K., & Eid, J. (2013). Relationships between work environment factors and workers' well-being in the maritime industry. *International Maritime Health*, 64(2) 80-88.

Nielsen, M. B., Bjørkelo, B., Notelaers, G., & Einarsen, S. (2010). Sexual harassment: Prevalence, outcomes and gender differences assessed by three different estimation methods. *Journal of Aggression, Maltreatment and Trauma*, 19(3), 252-274.

- Nielsen, M. B., Eid, J., Hystad, S. W., Sætrevik, B., & Saus, E. R. (2013). A brief safety climate inventory for petro-maritime organizations. *Safety Science*, *58*, 81-86.
- Nielsen, M. B., Eid, J., Larsson, G., & Mearns, K. (2013). Authentic leadership and its relationship to risk perception and safety climate. *Leadership and Organization Development Journal*, *34*(4), 308-325.
- Nielsen, M. B., & Einarsen, S. (2007). Kartlegging av mobbing i arbeidslivet: Negative Acts Questionnaire. *Tidsskrift for Norsk Psykologforening*, *44*, 151-153.
- Nielsen, M. B., & Einarsen, S. (2008). Sampling in research on interpersonal aggression. *Aggressive Behavior*, *34*(3), 265-272.
- Nielsen, M.B. & Einarsen, S. (2012). Prospective Relationships between Sexual Harassment and Psychological Distress. *Occupational Medicine*, *62*(3), 226-228.
- Nielsen, M. B. & Einarsen, S. (2012). Outcomes of workplace bullying. A meta-analytic review. *Work & Stress*, *26*(4), 309-332.
- Nielsen, M. B. & Einarsen, S. (2013). Can observations of workplace bullying really make you depressed? A response to Emdad et al. *International Archives of Occupational and Environmental Health*, *86*(6), 717-721.
- Nielsen, M. B., Finne, L. B., Christensen, J. O., & Knardahl, S. (2015). Job demands and alcohol use: Test of a moderated mediation model. *Scandinavian Journal of Work, Environment, & Health*, *41*(1), 43-53.
- Nielsen, M. B., Glasø, L. Matthiesen, S. B., Eid, J., & Einarsen, S. (2013). Bullying and risk-perception as health hazards on oil rigs. *Journal of Managerial Psychology*, *28*(4), 367-383.
- Nielsen, M. B., Hetland, J., Matthiesen, S. B., & Einarsen, S. (2012). Longitudinal Relationships between Workplace Bullying and Psychological Distress. *Scandinavian Journal of Work, Environment, and Health*, *38*(1), 38-46.
- Nielsen, M. B. & Knardahl, S. (2014). Coping strategies: A prospective study of patterns, stability, and relationships with psychological distress. *Scandinavian Journal of Psychology*. *55*, 142-150.
- Nielsen, M. B. & Knardahl, S. (2015). Is workplace bullying related to the personality traits of victims? A two year prospective study. *Work & Stress*. *29*(2), 128-149.
- Nielsen, M. B., Magerøy, N., Gjerstad, J. & Einarsen, S. (2014). Workplace bullying and subsequent health problems/Mobbing i arbeidslivet og senere helseplager. *Journal for the Norwegian Medical Association/Tidsskrift for Den norske legeförening*, *12/13*, 1233-1238.
- Nielsen, M. B., Matthiesen, S. B., & Einarsen, S. (2005). Ledelse og personkonflikter: Symptomer på posttraumatisk stress blant ofre for mobbing fra ledere. *Nordisk Psykologi*, *57*(4), 391-415.
- Nielsen, M. B., Matthiesen, S. B., & Einarsen, S. (2008). Sense of coherence as a protective mechanism among targets of workplace bullying. *Journal of Occupational Health Psychology*, *13*(2), 128-136.
- Nielsen, M. B., Matthiesen, S. B., & Einarsen, S. (2010). The impact of methodological moderators on prevalence rates of workplace bullying. A meta-analysis. *Journal of Occupational and Organizational Psychology* *83*. 955-979.
- Nielsen, M. B., Mearns, K., Matthiesen, S. B., & Eid, J. (2011). Using the Job Demands-Resources Model to Investigate Risk Perception, Safety Climate and Job Satisfaction in Safety Critical Organizations. *Scandinavian Journal of Psychology*, *52*(5), 465-475.

Nielsen, M. B., Skogstad, A., Matthiesen, S. B., Glasø, L., Aasland, M. S., Notelaers, G., & Einarsen, S. (2009). Prevalence of workplace bullying in Norway: Comparisons across time and estimation methods. *European Journal of Work and Organizational Psychology*, 18(1), 81-101.

Nielsen, M. B., Tangen, T., Idsoe, T., Matthiesen, S. B., & Magerøy, N. (2015). Post-traumatic stress disorder as a consequence of bullying at work and at school. A literature review and meta-analysis. *Aggression and Violent Behavior*, 21, 17-24.

Nielsen, M. B., Tvedt, S. D., & Matthiesen, S. B. (2013). Prevalence and Occupational Predictors of Psychological Distress in the Offshore Petroleum Industry: A Prospective Cohort Study. *International Archives of Occupational and Environmental Health*, 86(8), 875-885.

Nielsen, M. B., Aasland, M. S., Matthiesen, S. B., Skogstad, A. & Einarsen, S. (2004). Destruktiv ledelse. *Magma*, 7, 80-90.

As co-author (19 artikler)

Bergheim, K., Eid, J., Hystad, S. W., Nielsen, M. B., Mearns, K., Larsson, G., & Luthans, B. (2013). The Role of Psychological Capital in Perception of Safety Climate among Air Traffic Controllers. *Journal of Leadership and Organizational Studies*, 20(2), 232-241.

Bergheim, K., Nielsen, M. B., Mearns, K., & Eid, J. (2015). The relationship between psychological capital, job satisfaction, and safety perceptions in the maritime industry. *Safety Science*, 74, 27-36.

Birkeland, M. S., Nielsen, M. B., Knardahl, S., & Heir, T. (2015). Associations between work environment and psychological distress after a workplace terror attack: The importance of role expectations, predictability and leader support. *PLoS ONE* 10(3): e0119492. doi:10.1371.

Einarsen, S., Glasø, L., & Nielsen, M. B. (2008). Mobbing i arbeidslivet: En litteraturoversikt. *Tidsskrift for Norsk Psykologforening*, 45(3), 308-317.

Einarsen, S., Hoel, H., & Nielsen, M. B. (2005). Mobbing i arbeidslivet: Et vanskelig begrep på et utbredt fenomen. *Magma*, 8, 34-44.

Einarsen, S. & Nielsen, M. B. (2015). Workplace bullying as an antecedent of mental health problems: A five year prospective and representative study. *International Archives of Occupational and Environmental Health*, 88(2), 131-142.

Glasø, L., Bele, E., Nielsen, M. B., & Einarsen, S. (2011). Bus drivers' exposure to bullying and harassment at work and their trait anger, job engagement, turnover intentions and health. *Scandinavian Journal of Psychology*, 52(5), 484-493.

Glasø, L., Matthiesen, S. B., Nielsen, M. B., & Einarsen, S. (2007). Do targets of bullying portray a general victim personality profile? *Scandinavian Journal of Psychology*, 48, 313-319.

Glasø, L., Nielsen, M. B., & Einarsen, S. (2007). Mobbing og trakassering i arbeidslivet: Forekomst, årsaker og konsekvenser. *Søkelys på arbeidslivet*, 24(1), 83-93.

Glasø, L., Nielsen, M. B., & Einarsen, S. (2009). Interpersonal problems among targets and perpetrators of workplace bullying. *Journal of Applied Social Psychology*, 39(6), 1316-1333.

Glasø, L., Nielsen, M. B., Einarsen, S., Haugland, K., & Matthiesen, S. B. (2009). Grunnleggende antagelser og symptomer på posttraumatisk stresslidelse blant mobbeofre. *Tidsskrift for Norsk Psykologforening*, 46, 153-160.

Hem, C.; Nielsen, M. B., Hansen, M., & Heir, T. (In Press). Effort-reward imbalance and post-traumatic stress after a workplace terror attack. *Disaster Medicine and Public Health Preparedness*.

Nielsen, G. H., Vøllestad, J., Schanche, E., & Nielsen, M. B. (2009). Får jeg det til? En kartlegging av studentterapeuters bekymringer. *Tidsskrift for Norsk Psykologforening*, 46(3), 240-245.

Nissen, A., Hansen, M. B., Nielsen, M. B., & Heir, T. (Accepted). Perception of Threat and Safety at Work among Ministerial Employees after the 2011 Oslo Bombing. *Anxiety, Stress, and Coping*.

Skogstad, A., Aasland, M. S., Nielsen, M. B., Hetland, J., Matthiesen, S B., & Einarsen, S. (2014). The relative effects of constructive and destructive leadership forms on job satisfaction in a short and a long wave study. *Zeitschrift für Psychologie*, 222(4), 221-232.

Van de Vliert, E., Einarsen, S., & Nielsen, M. B. (2013). Are national levels of employee harassment cultural covariations of climato-economic conditions?. *Work & Stress*. 27(1), 106-122.

Visted, E., Vøllestad, J., Nielsen, M. B., & Nielsen, G. (2014). The Impact of Group-Based Mindfulness Training on Self-Reported Mindfulness: A Systematic Review and Meta-Analysis. *Mindfulness*. DOI 10.1007/s12671-014-0283-5

Vøllestad, J., Nielsen, M. B., & Nielsen, G. (2011). Mindfulness-based group interventions for anxiety disorders: a systematic review and meta-analysis. *British Journal of Clinical Psychology*. 51, 239-260.

Aasland, M. S., Skogstad, A., Notelaers, G., Nielsen, M. B., & Einarsen, S. (2009). The prevalence of destructive leadership behaviour: A representative prevalence study. *British Journal of Management*. 21(2), 438-452.

Books and book chapters

Einarsen, S., Glasø, L. & Nielsen, M. B. (2011). Mobbing i arbeidslivet: Ytringsformer, årsaker og tiltak. I S. Einarsen & A. Skogstad, *Det gode arbeidsmiljø. Krav og utfordringer 2 utg.* (ss. 181-198). Bergen: Fagbokforlaget.

Einarsen, S., Hoel, H., & Nielsen, M. B. (2005). *Mobbing i arbeidslivet*. Oslo: Gyldendal Akademiske.

Einarsen, S., Nielsen, M. B., Raknes, B. I. & Skogstad, A. (2005). Den destruktive medarbeider: Utro tjener og notorisk unna-sluntrer? I S. Einarsen & A. Skogstad, *Den dyktige medarbeider. Behov og forventninger* (ss. 249-272). Bergen: Fagbokforlaget.

Idsoe, T., Dyregrov, A., Idsoe, E.C., & Nielsen, M. B. (In Press). Bullying and PTSD Symptoms in Children and Adolescents.

Nielsen, M. B. (2012). The dark side of leadership and safety at sea. In J. Eid & O. K. Olsen. *Motivating for safety. Human factors – The missing link between technology and safety performance in the petro-maritime industry* (pp.47-50). Bergen: University of Bergen.

Nielsen, M. B., Hoel, H., Zapf, D., & Einarsen, S. (In press). Exposure to Aggression in the Workplace - Implications for Health and Well-being. In Clarke, S., Probs, T., Guldenmund, F., & Passmore, J. *Wiley-Blackwell Handbook - The Psychology of Occupational Safety and Workplace Health*. Chichester – Wiley-Blackwell.

Nielsen, M. B., Notelaers, G., & Einarsen, S. (2011). Measuring exposure to workplace bullying. In S. Einarsen, H. Hoel, D. Zapf, & C. Cooper. *Bullying and Emotional Abuse in the Workplace. Developments in Theory, Research and Practice* (pp. 149-176). Boca Raton: CRC Press.

CURRICULUM VITAE

May 26th, 2015

A. BACKGROUND

PERSONAL DATA

Name: Denise Margareta Salin

Time and place of birth: September 26th, 1975, Porvoo, Finland

E-mail: denise.salin@helsinki.fi

DEGREES AND EDUCATION

Dr.Sc. (Econ.), 19.12.2003, Hanken School of Economics, Department of Management and Organization. Thesis: Workplace Bullying among Business Professionals: Prevalence, Organisational Antecedents and Gender Differences (Grade: excellent).

M.Sc.(Econ.), 26.9.1997, Hanken School of Economics, Department of Management and Organization. Spent six months as exchange student at Uppsala University.

Studies in psychology, 2007-2011, Åbo Akademi Open University; Cum laude in psychology (70 credits)

ADJUNCT PROFESSORSHIPS

Adjunct Professor [docent] in social psychology, University of Helsinki. (December 13th, 2011-)

Adjunct Professor [docent] in workplace psychology, Åbo Akademi University, Faculty of Social and Caring Sciences (April 25th, 2008-)

CURRENT POSITIONS

Academy Research Fellow (Academy of Finland), University of Helsinki, Swedish School of Social Science, 1.1.2014-

Associate Professor, Hanken School of Economics, Department of Management and Organization, 1.4.2010-. On child care leave August 2010 to July 2011. Currently on leave of absence for full-time research.

EMPLOYMENT HISTORY: MOST IMPORTANT ACADEMIC POSITIONS

Professor (acting), Hanken School of Economics, Department of Management and Organization, 1.8-31.12.2002, 1.8-31.12.2003, 1.8.2004-31.7.2005.

Post-doc researcher, Hanken School of Economics, Department of Management and Organization, funded by the Academy of Finland, 1.8.2005-31.7.2008.

Lecturer, Hanken School of Economics, Department of Management and Organization, 1.8.2001-31.7.2002, 1.1-31.7.2003, 1.8.2008-31.3.2010. On parental/child care leave May 2009 to May 2010.

Assistant Professor (acting), Hanken School of Economics, Department of Management and Organization, 1.1.1999-31.7.2001.

Research and Teaching Assistant, Hanken School of Economics, Department of Management and Organization, 1.8.1997-31.1.1998.

B. RESEARCH

MAJOR RESEARCH PROJECTS AND FUNDING

Perspectives on and reactions to workplace bullying: implications for human resource management (2014-2018), EUR 451 730, Academy of Finland, project leader.

Organizational measures against workplace bullying (2005-08), EUR 150,000, Academy of Finland, project leader.

Other post-doc research on workplace bullying, Näringslivets stipendiefond (EUR 11,200), Ehrnrooth's foundation (EUR 23,000), Wallenberg's foundation (EUR 10,500) for salary, international co-operation and travel. Numerous travel grants (1000-2000 euros each).

Doctoral project (1998-2003), grants obtained from Liikesivistysrahasto (FIM 60,000), Näringslivets stipendiefond (FIM 30,000), Waldemar von Frenckells stiftelse (FIM 20,000); numerous travel grants from, among others, Wallenberg's foundation, Hanken's research grants and Gesselius' foundation.

TEN MOST IMPORTANT PUBLICATIONS

Salin, D. (2015). Risk factors of workplace bullying for men and women: the role of the psychosocial and physical work environment. *Scandinavian Journal of Psychology*, 65 (1), 69-77.

Salin, D., Tenhiälä, A., Roberge, M.-E., Berdahl, J. L. (2014). 'I wish I had . . .': Target reflections on responses to workplace mistreatment. *Human Relations*, 67(10), 1189-1211.

Salin, D. & Hoel, H. (2013). Workplace bullying as a gendered phenomenon. *Journal of Managerial Psychology*, 28(3), 235 – 251.

Salin, D. (2011). The significance of gender for third parties' perceptions of negative interpersonal behaviour: labelling and explaining negative acts. *Gender, Work, and Organization*, 18(6), 571-591.

Salin, D. & Hoel, H. (2011). Organizational causes of bullying. In Einarsen, S.; Hoel, H.; Zapf, D. & Cooper, C. (Eds): *Workplace bullying and harassment: Developments in Theory, Research and Practice*. 2. Edition. London: Taylor & Francis, 227-243.

Parzefall, M. & Salin, D. (2010). Perceptions of and reactions to workplace bullying: A social exchange perspective. *Human Relations*, 63(6), 761-780.

Salin, D. (2009). Organisational responses to workplace harassment: an exploratory study. *Personnel Review*, 38(1), 26-44.

Salin, D. (2008). The prevention of workplace bullying as a question of human resource management: measures adopted and underlying organizational factors. *Scandinavian Journal of Management*, 24(3), 221-231.

Salin, D. (2003). Ways of explaining workplace bullying: a review of enabling, motivating and precipitating structures and processes in the work environment. *Human Relations*, 56(10), 1213-1232.

Salin, D. (2001). Prevalence and forms of bullying among business professionals: a comparison of two different strategies for measuring bullying. *European Journal of Work and Organizational Psychology*, 10(4), 425-441.

RESEARCH IMPACT

Google Scholar citations: 2196 citations

- Whereof citations since 2010: 1523 citations

Most cited articles: 593 and 403 citations respectively (both sole-authored)

Most cited book chapter: 463 citations (with Helge Hoel)

ACKNOWLEDGEMENTS OF RESEARCH MERITS

Evaluated as competent for a full professorship in Social Psychology, University of Helsinki, Swedish School of Social Science, 2014

Evaluated as competent for a full professorship in Management and organization, Hanken School of Economics, 2015, 2012, 2010

C. SOCIETAL/ INSTITUTIONAL CONTRIBUTION (SERVICE)

DUTIES AS SCIENTIFIC EXPERT

Examination of PhD theses

External examiner and opponent at public defence for Guy Notelaers' doctoral thesis, University of Bergen, Norway, 2011.

External examiner for Susan Harrington's doctoral thesis, Portsmouth Business School, UK, 2010.

Examiner for European PhD status for Jordi Escartín's doctoral thesis, Universitat de Barcelona, Spain, 2010.

External examiner and opponent at public defence for Lasse Varhama's doctoral thesis at Åbo Akademi University, Finland, 2008.

External examiner for Paula Saunders' doctoral thesis at University of New South Wales, Australia, 2007.

Expert assignments

Reviewer for Dr. Jacqueline Power's *tenure application*, Odette University, Canada, 2011

Reviewer for the *Economic and Social Research Council (ESRC)*, UK, 2009.

Reviewer for the *Czech Science Foundation*, Czech Republic, 2012

Reviewer for the *Social Sciences and Humanities Research Council of Canada (SSHRC)*, Canada, 2013

Reviewer for *Research Foundation - Flanders* (Fonds Wetenschappelijk Onderzoek – Vlaanderen), FWO, Belgium, 2013 (several reviews)

Review assignments for journals

Organization Studies; Human Relations (several reviews); Work & Stress (several reviews); Leadership Quarterly; British Journal of Management; Personnel Review (several reviews); European Journal of Work and Organizational Psychology (several reviews); Social Problems; Human Resource Management Journal; Negotiation and Conflict Management Research; Public Administration Review; International Journal of Management Reviews; Sex Roles; Journal of Managerial Psychology; International Journal of Work, Organization and Emotion; Violence and Victims; International Journal of Human Resource Development and Management; Sociologisk Forskning; Journal of Consumer Culture; International Archives of Occupational and Environmental Health; Anxiety, Stress, & Coping: An International Journal; Scandinavian Journal of Management; Scandinavian Journal of Psychology (several reviews)

POSITIONS OF TRUST

Member of the Board of The International Association on Bullying and Harassment in the Workplace (August 2014-). Reserve member replacing Elfi Baillien during her maternity leave.

Member of the Electoral Committee of The International Association on Bullying and Harassment in the Workplace (2008-2014).

Member of the board of NIORD (professional organization for Swedish-speaking business school graduates in Finland, appr. 4000 members) and member of NIORD's grant committee (which also advises SEFE on some of their grant decisions, such as Kaute) (1.1.2005-31.12.2010)

Nils Magerøy

F. 1954, M

nils.mageroy@helse-bergen.no

Emneord: Medisin, kliniske fag, allmennmedisin, arbeidsmedisin

Utdanning:

1974 – 1980 Cand. med. Universitet i Bergen
1982 til d.d. Autorisert lege
1991 – 2012 Godkjent spesialist i allmennmedisin
2009 PhD med avhandlingen Health among Navy personnel – A cross-sectional study in the Royal Norwegian Navy, Universitetet i Bergen
2010 – 2012 Videreutdanning i kognitiv terapi, Norsk forening for Kognitiv terapi.

Arbeidserfaring:

01.01.12 – d.d. Yrkesmedisinsk avdeling, Helse Bergen, enhetsleder Jobbfast.
15.10.2008 – 31.12.2011 Yrkesmedisinsk avdeling, Helse Bergen, seniorforsker/prosjektleder
Fra 2009 Timelærer ved Universitetet i Bergen, Det medisinsk-odontologiske fakultet, medinstudiet og Det psykologiske fakultet, profesjonsstudiet i psykologi
Fra 2007 Assosiert medlem av Forskningsgruppen for arbeidsmiljø, ledelse og konflikt (FALK) ved Det psykologiske fakultet
01.01.2002 – 31.12.2011 Forskningsgruppe for arbeids og miljømedisin, Uni Helse, forsker/spesiallege, (100 % i perioden juli 2003 august 2008)
28.07.2000 – 27.07.2003 Allmennlege/fastlege, Legekontoret i Løbergsalléen, Bergen
01.12.2000 – 31.12.2001 Overlege (20 %), Kompetansesenter i lindrende behandling Helseregion vest, Haukeland sykehus
01.09.1999 – 31.12.1999 Prosjektleder for Kompetansesenter i lindrende behandling, utarbeidelse av prosjektplan.
01.01.1993 – 01.09.1999 Avdelingsoverlege, Sunniva Hospice (i dag Sunniva klinikk), Haraldsplass Diakonale sykehus
01.11.1991 – 31.12.1992 Prosjektleder for oppstart av Sunniva Hospice, Bergen diakonissehjem
01.08.1990 – 31.07.1993 Høgskolelektor ved radiografutdanningen, Høgskolen i Bergen, 40 %. Sensor samme sted 1994-2000 for eksamen i prekliniske emner del 2.
01.10.1990 – 31.05.1991 Korttidsstilling for allmennpraktiker/ass.lege II 60%, Haukeland sykehus, Onkologisk avd.
12.12.1988 – 15.07.1990 Bydelslege, Morvik legekontor, Bergen kommune:
01.10.1987 – 11.12.1988 Lege Bergen legevakt,
19.03.1987 – 19.09.1987 Lege, 10 t/uke, Helsetjenesten for flyktninger, Bergen kommune
01.04.1987 – 31.12.1988 Bedriftslege Vestlandske salslag 6 t/uke
01.01.1984 – 07.01.1987 Kommunelege I/helsesjef, Solund kommune
08.08.1983 – 31.03.1984 Distriktslege I/helserådsordfører, Solund kommune
31.03.1982 – 23.07.1983 Sivilarbeider som allmennlege i Austrheim kommune

Vitenskapelige artikler:

1. Nielsen MB, Tangen T, Idsoe T, Matthiesen SB, Mageroy N. Post-traumatic stress disorder as a consequence of bullying at work and at school. A literature review and meta-analysis. *Aggression and Violent Behavior* 21:17-24, 2015. <http://dx.doi.org/10.1016/j.avb.2015.01.001>
2. Roelen CA, Heymans MW, Twisk JW, van Rhenen W, Pallesen S, Bjorvatn B, Moen BE, Magerøy N. Updating and prospective validation of a prognostic model for high sickness absence. *International Archives of Occupational and Environmental Health* 88 (1):113-122, 2015. PMID: 24664456
3. Saksvik-Lehouillier I, Pallesen S, Bjorvatn B, Magerøy N, Folkard S. Folkard. Towards a more comprehensive definition of shift work tolerance. *Industrial Health* 53 (1):69-77, 2015. PMID: 25327300.
4. Nielsen MB, Magerøy N, Gjerstad J, Einarsen S. Workplace bullying and subsequent health problems. *Tidsskr Nor Laegeforen*. 2014 Jul 1;134(12-13):1233-8. doi: 10.4045/tidsskr.13.0880. eCollection 2014 Jul 1. English, Norwegian.
5. Berthelsen M, Pallesen S, Magerøy N, Tyssen R, Bjorvatn B, Moen BE, Knardahl S. Effects of psychological and social factors in shift work on symptoms of anxiety and depression in nurses: a one-year follow-up. Accepted for publication 2015; *J Occup Environ Med*.
6. Thun E, Bjorvatn B, Torsheim T, Moen BE, Mageroy N, Pallesen S. Night work and symptoms of anxiety and depression among nurses: A longitudinal study. *Work and Stress* 28 (4):376-386, 2014.
7. Kunst JR, Løset GK, Hosøy D, Bjorvatn B, Moen BE, Magerøy N, Pallesen S. The relationship between shift work schedules and spillover in a sample of nurses. *International Journal of Occupational Safety and Ergonomics* 2014; 20: 139-1473-11. PMID: 24629875.
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K. Buhaug, T. B. Aasen, S. Einarsen, and N. Mageroy. Health care related to workplace bullying. *Tidsskr.Nor Laegeforen*. 133 (20):2129-2130, 2013.

Fast undervisning

Fra 2009 vår og høst undervist: Post-traumatic stress disorder - Physical and psychological health consequences of trauma. *Medical health psychology, PSYCH303* (1. termin).
Psykologistudentene i profesjonsstudiet UiB, Christies gt 12, Bergen.

De siste årene undervist: Mobbing i arbeidslivet. *Arbeidsmedisin, medisinstudiet*.
Universitetet i Bergen. Lungegården, Kalfarveien 31, 31.1.2013.

I tillegg en rekke undervisningsoppdrag knyttet til Jobbfast.

Verv

Magerøy, N. Styremedlem i International Association on Workplace Bullying & Harassment fra juni 2010, gjenvalgt juni 2014. <http://www.iawbh.com/>

Veiledning

Magerøy, N. Elektromagnetiske felt og forplantning. Ole Jacob Møllerløkkens doktorgradsarbeid, Institutt for global helse og samfunnsmedisin, Det medisinske-odontologiske fakultet, Universitetet i Bergen (medveileder). Hovedveileder Bente E. Moen. Kandidaten disputerte for PhD ved UiB 18.3.2013.

CURRICULUM VITAE

Personalia

Name: Elfi Baillien
Title: Professor, PhD.
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Nationality: Belgian
Date of birth: 24.08.1980

Education

2007 - 2011 PhD. Psychology - KU Leuven, Belgium
2000 - 2003 Lic. Work and Organizational Psychology min Social Psychology (Academic Master) - KU Leuven, Belgium
1998 - 2000 Candidate Psychology (Academic Bachelor) – KU Leuven, Belgium

Work experience, positions

2013 – present Assistant Professor - Human Relations Research Group, KU Leuven
2010 – 2013 Affiliated researcher (20%) - Research Group Work, Organizational and Personnel Psychology, KU Leuven
2010 – 2013 Assistant Professor - HUBrussel
2007 - 2011 PhD-candidate - Research Group Work, Organizational and Personnel Psychology, KU Leuven
2003 - 2008 Project researcher – KU Leuven/ESF

Awards

Baillien, E., De Cuyper, N., & De Witte, H. (2010). Job autonomy and workload as antecedents of workplace bullying: a two-wave test of Karasek's Job Demand Control Model for targets and perpetrators. *Paper presented at the Seventh International Conference on Workplace Bullying and Harassment*, June 2-4, Cardiff, Wales. **Best Paper Award** – Seventh International Conference on Workplace Bullying and Harassment, June 2-4, Cardiff, Wales

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Reviewer

Aggression & Violent Behaviour – Economic and Industrial Democracy - Journal of Occupational and Organizational Psychology - European Journal Work and Organisational Psychology – Work & Stress – Gedrag en Organisatie – Human Resource Management Journal – International Journal of Conflict Management – International Journal of Management Reviews – Journal of Applied Psychology – Journal of Business Ethics – Journal of Community and Applied Social Psychology – Journal of Managerial Psychology – Journal of Work and Organizational Psychology – Negotiation and Conflict Management Research - Scandinavian Journal of Psychology - International Journal of Human Resource Management

Publications

Dissertations (2)

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De Cuyper, N., Schreurs, B., Vander Elst, T., Baillien, E., De Witte, H. (2014). Exemplification and Perceived Job Insecurity: Associations With Self-Rated Performance and Emotional Exhaustion. *Journal of Personnel Psychology*, 13 (1), 1-10.

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Baillien, E., Rodriguez-Munoz, A., De Witte, H., Notelaers, G., Moreno-Jimenez, B. (2011). The Demand-Control model and target's reports of bullying at work: A test within Spanish and Belgian blue-collar workers. *European Journal of Work and Organizational Psychology*, 20 (2), 157-177.

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Vander Elst, T., Baillien, E., De Cuyper, N., De Witte, H. (2010). The role of organizational communication and participation in reducing job insecurity and its negative association with work-related well-being. *Economic and Industrial Democracy*, 32 (2), 249-264.

Stouten, J., Baillien, E., Van den Broeck, A., Camps, J., De Witte, H., Euwema, M. (2010). Discouraging Bullying: The Role of Ethical Leadership and its Effects on the Work Environment. *Journal of Business Ethics*, 95 (suppl. 1), 17-27.

Baillien, E., De Witte, H. (2009). Why is Organizational Change Related to Workplace Bullying? Role Conflict and Job Insecurity as Mediators. *Economic and Industrial Democracy*, 30 (3), 348-371.

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Neyens, I., Baillien, E., De Witte, H., Notelaers, G. (2007). Pesten op het werk: risicofactoren in werk en

organisatie. Kwantitatieve studie van taak- en teamfactoren, en organisatorische risicofactoren voor pesten op het werk. *Tijdschrift voor arbeidsvraagstukken*, 23 (4), 306-320.

Baillien, E., Neyens, I., De Witte, H. (2007). Naar een procesmodel voor pesterijen op het werk: een kwalitatieve studie. *Gedrag en Organisatie*, 20 (1), 6-20.

Other scientific papers (4)

Baillien, E., De Witte, H., Euwema, M. (2009). Juffrouw, ik word gepest :ongewenst gedrag op het werk in de onderwijssector in Vlaanderen en Nederland. *Over.werk. Tijdschrift van het Steunpunt WSE*, 74-79.

Baillien, E., Neyens, I., De Witte, H., Notelaers, G. (2006). De RATOG en RATOG-KMO: Twee tools voor de primaire preventie van ongewenst gedrag op het werk. *Over.Werk. Tijdschrift van het Steunpunt WAV*, 16, 126-130.

Notelaers, G., Neyens, I., Baillien, E., De Witte, H. (2004). Werkgever in de handen van de rechters? Naar een systematische aanpak van alle arbeidsrisico's. *Over.Werk. Tijdschrift van het Steunpunt WAV*, 14 (1-2), 121-122.

Baillien, E., Neyens, I., De Witte, H. (2004). Hoe ontstaat pesten op het werk? Integratie van taak-, team- en organisatiekenmerken in een theoretisch model. *Over.Werk. Tijdschrift van het Steunpunt WAV*, 14 (4), 163-166.

Books and book chapters (5)

Baillien, E., d'Hertefeldt, H. (2015). *Psychosociale Arbeidsbelasting*. Wolters Kluwer.

Rodriguez-Munoz, A., Baillien, E., Notelaers, G., De Witte, H. (2013). Acoso psicológico en el trabajo. In: Moreno-Jiménez B., Garrosa Hernandez E. (Eds.), *Salud Laboral: Riesgos Psicosociales y bienestar laboral*, Chapt. Chapter 7. Madrid, Spain: Ediciones Pirámide, 139-151.

Notelaers, G., Baillien, E., De Witte, H. (2013). Pesten op het werk. In: Schaufeli W., Bakker A. (Eds.), *Handboek psychologie van Arbeid en Gezondheid*. Houten/Diegem: Bohn Stafleu Van Loghum, 411-422.

Baillien, E., De Witte, H., Notelaers, G. (2009). Welzijn op het werk vanuit een arbeidspychologische hoek. Wordt de relaties tussen de vier aspecten van de arbeidssituatie en psychosociale belasting gemedieerd door pesten op het werk?. In: , *Arbeidsrecht tussen wel-zijn en niet-zijn*. Antwerpen: Intersentia, 183-197.

Baillien, E., Neyens, I., De Witte, H. (2005). Task-, team- and organizational risk factors for mobbing at work: a qualitative study. In: Avalone F., Kepir Sinangil H., Caetano A. (Eds.), *Convivence in organizations and society (Quaderni di psicologia del lavoro, 12)*. Milan (Italy): Edizioni Angelo Guerini Associati, 217-223.

University of Bergen
Faculty of Psychology
P.O. Box 7807
NO-5020 Bergen
Norway

26.05.2015

Dear Co-ordinator,

We hereby express our firm intent to participate as partner in the NFR application proposal:
“Workplace bullying: From mechanisms and moderators to problem treatment”
coordinated by the University of Bergen represented by its Faculty of Psychology and
Professor Ståle Einarsen.

With this letter of intent we agree and assure that:

- The National Institute of Occupational Health (STAMI) wants to participate in the project with its principal investigator Morten Birkeland Nielsen.
- NFR will cover only part of the expenses that will be made during the course of the project, and each partner will bear its own cost for the course of the project as specified in the project description, timeline and budget.
- The Co-ordinator is authorised to submit the proposal on our behalf and we, as member of the consortium, will support all necessary activities and documents in due time for successful proposal preparation.



Morten Birkeland Nielsen
Senior Researcher, Prof., PhD
National Institute of Occupational Health

University of Bergen
Faculty of Psychology
P.O. Box 7807
NO-5020 Bergen
Norway

Letter of Intent

Dear Co-ordinator,

We hereby express our firm intent to participate as partner in the NFR application proposal: "Workplace bullying: From mechanisms and moderators to problem treatment" coordinated by the University of Bergen represented by its Faculty of Psychology and Ståle Einarsen.

With this letter of intent we agree and assure that:

- Statens arbeidsmiljøinstitutt wants to participate in the project with its principal investigator Johannes Gjerstad.
- NFR will cover only part of the expenses that will be made during the course of the project, and each partner will bear its own cost for the course of the project as specified in the project description, timeline and budget.
- The Co-ordinator is authorised to submit the proposal on our behalf and we, as member of the consortium, will support all necessary activities and documents in due time for successful proposal preparation.



Johannes Gjerstad,
Senior researcher, Prof., dr. scient.
Statens arbeidsmiljøinstitutt and University of Oslo

Bergen, May 26. 2015

Letter of intent

We hereby confirm our participation in the project "Workplace bullying: From mechanisms and moderators to problem treatment" according to the project application.

We are willing to participate in and lend our expertise to the proposed research project. This includes collecting data from patients at Jobbfast, Department of Occupational Medicine, Haukeland University hospital. The patients included are those who have consented to participate in the research.

The project represents a multidisciplinary approach to bullying and harassment in contemporary working life and is of vital importance with regard to understanding the problem. We look forward to participating in this project should funding become available.

Yours sincerely,



Marit Grønning

Head of department



Nils Magerøy

Unit leader

Department of Occupational Medicine

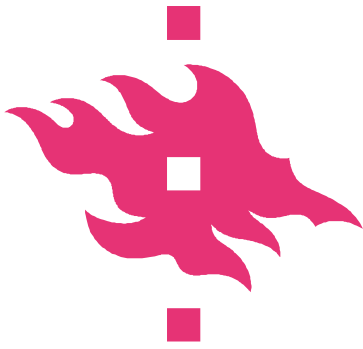
Haukeland University hospital

Organizational number: 983 974 724

P.o. box 1400

5021 Bergen

Norway



Helsinki, May 25th, 2015

LETTER OF INTENT

I am happy to confirm my interest in participating in the project "Workplace bullying: From mechanisms and moderators to problem treatment".

I will in particular be involved in studies on problem treatment in organizations. I am happy to participate in and lend my expertise to the proposed research project. The project has the potential to make a very important and significant contribution to our understanding and management of a central problem in working life and as such I look forward to participating in the project should funding be granted.

Sincerely,

Denise Salin, PhD
Academy Research Fellow
Swedish School of Social Science
University of Helsinki

Brussels, May 18th 2015

Letter of intent

I hereby confirm my participation in the project "Workplace bullying: From mechanisms and moderators to problem treatment" according to the project application.

I am willing to participate in and lend my expertise to the proposed research project. The project represents a multidisciplinary approach to bullying and harassment in contemporary working life and is of vital importance with regard to understanding the problem. I look forward to participating in this project should funding become available.

Yours sincerely,

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