

Stephanie E. Hastings

stephanie.hastings@ahs.ca

EDUCATION AND DEGREES

PhD, Industrial/Organizational Psychology

September 2011

University of Western Ontario, London, Ontario, Canada

- Relevant graduate courses: Teams in Organizations, Selection and Recruitment, Doctoral Seminar: Examining the Impact of Research in Industrial/Organizational Psychology

Master of Science, Industrial/Organizational Psychology

July 2007

University of Western Ontario, London, Ontario, Canada

- Relevant graduate courses: Motivation and Leadership, Performance Appraisals, Work Attitudes and Behaviours, Applied Social Psychology, I/O Research Methods, Graduate Statistics, and Decision Making and Uncertainty

Bachelor of Arts, First Class Honours in Psychology

April 2005

University of Calgary, Calgary, Alberta, Canada

WORK EXPERIENCE

Health Systems Evaluation and Evidence (formerly Workforce Research and Evaluation): Alberta Health Services

Acting Director

November 2018 – present

I am responsible for the leadership, mentorship, and oversight of a diverse team of professional staff (Senior Consultants, Consultants, Coordinators, Administrative Support, and casual Project Assistants) to optimize the generation and use of evidence to inform organizational decision making.

Health Systems Evaluation and Evidence (formerly Workforce Research and Evaluation): Alberta Health Services

Senior Research & Evaluation Consultant

September 2015 – November 2018

I was responsible for all aspects of project management, including staffing, budgeting, design, reporting, and knowledge dissemination.

Recent and ongoing projects include:

- Getting to the Source of Inter-Regional Variation in Patient Flow Performance: A Complex Systems Perspective
- Edson and Grande Prairie Hospital Building Performance Evaluation
- Enhancing Care in the Community: Intensive Home Care and Community Response Teams Evaluations (Calgary, Central, and South Zones)

Workforce Research and Evaluation: Alberta Health Services

Research & Evaluation Consultant

February 2012 – September 2015

Instructor: The University of Western Ontario

- Summer 2011: Psychology of People, Work, & Organizations (Psychology 2060)
- Summer 2010: Psychology of People, Work, & Organizations (Psychology 2060)
- Winter 2010: Psychology of People, Work, & Organizations (Psychology 2060)
- Summer 2009: Introduction to Social Psychology (Psychology 2720)
- Fall 2008 – Winter 2009: Psychology of People, Work, & Organizations (Psychology 2060)

Teaching Assistant: The University of Western Ontario

- Fall 2010 – Winter 2011: Psychology Honors Thesis Course (Psychology 4850)
- Fall 2009: Organization of exam proctors for all Psychology undergraduate courses
- Fall 2007 – Winter 2008: Psychology Honors Thesis Course (Psychology 4850)
- Summer 2007: Psychology of People, Work, & Organizations (Psychology 2060)
- Fall 2006 – Winter 2007: Psychology Honors Thesis Course (Psychology 4850)
- Summer 2006: Psychology of People, Work, & Organizations (Psychology 2060)
- Fall 2005 – Winter 2006: Introductory Psychology (Psychology 1000)

Research Assistant: Dr. Bernd Marcus (University of Hagen, Germany)

November 2008 – February 2012

Meta-analysis of various counterproductive work behaviors, their antecedents, and their consequences.

APPOINTMENTS

Adjunct Assistant Professor

University of Calgary Department of Psychology

August 2016 – Present

COMMITTEES

Conjoint Health Research Ethics Board

Board Member/Reviewer

January 2016 – present

Canadian Institutes of Health Research

Project Grant Peer Reviewer

Fall 2015 competition

JOURNAL ARTICLES

- Bagshaw, S.M., Opgenorth, D., Potestio, M., Hastings, S.E., Hepp, S.L., et al. (2017). Healthcare provider perceptions of causes and consequences of ICU capacity strain in a large publicly funded integrated health region: A qualitative study. *Critical Care Medicine*, 45(4), e347-356.
- Sharma, K., Hastings, S.E., Suter, E., & Bloom, J. (2016). Variability of staffing and staff mix across acute care units in Alberta, Canada. *Human Resources for Health*, 14(74).
- Hastings, S.E., Suter, E., Bloom, J., & Sharma, K. (2016). Introduction of a team-based care model in a general medical unit. *BMC Health Services Research*, 16, 245-257.
- Marcus, B., Taylor, O.A., Hastings, S.E., Sturm, A., & Weigelt, O. (2016). The structure of counterproductive work behavior: A review, a structural meta-analysis, and a primary study. *Journal of Management*, 42(1), 203-233.
- Hastings, S.E., Mallinson, S., Armitage, G.D., Jackson, K., & Suter, E.S. (2014). Mind the gap: Governance mechanisms and health workforce outcomes. *Healthcare Policy*, 10(1), 108-114.
- Hastings, S.E., Armitage, G.D., Mallinson, S., Jackson, K., & Suter, E.S. (2014). Exploring the relationship between governance mechanisms in healthcare and health workforce outcomes: A systematic review. *BMC Health Services Research*, 14, 479.
- O'Neill, T. A., Allen, N. A., & Hastings, S. E. (2013). Examining the 'Pros' and 'Cons' of Team Conflict: A Team-Level Meta-Analysis of Task, Relationship, and Process Conflict. *Human Performance*, 26, 236-260.
- O'Neill, T.A., & Hastings, S.E. (2011). Explaining Workplace Deviance Behavior With More Than Just the "Big Five". *Personality and Individual Differences*, 50(2), 268-273.
- Hastings, S.E., & Finegan, J.E. (2011). The role of ethical ideology in reactions to injustice. *Journal of Business Ethics*, 100(4), 689-703.
- Hastings, S.E., & O'Neill, T.A. (2009). Predicting workplace deviance using broad versus narrow personality variables. *Personality and Individual Differences*, 47(4), 289-293.

MAJOR AWARDS

Transformative Grant, Canadian Frailty Network

Stolee, Paul (PI), Hastings (Co-Investigator)

Transforming Primary Health Care for Frail Elderly Canadians

2017-2020

Value: \$2.7M

Partnerships for Health System Improvement, Canadian Institutes of Health Research

Kreindler, Sara (PI), Hastings (Project Expert)

Getting to the Source of Inter-Regional Variation in Patient Flow Performance: A Complex Systems Perspective

2015-2020

Value: \$400 000

Partnership Operating Grant, Alberta Innovates

Hastings (Principal Applicant)

Getting to the Source of Inter-Regional Variation in Patient Flow Performance: A Complex Systems Perspective

2015-2018

Value: \$80 000

Occupational Health and Safety (OHS) Futures

Deutschlander, Siegrid (PI), Hastings (Research Team)

It's Your Move: Evaluating Improvements to Client Handling Practices in Alberta

2016-2017

Value: \$198843.70

CONFERENCE PRESENTATIONS

Hair, H., Bercov, M., Hastings S., Birney A., Rostami, M., Hepp, Sh., Joseph, C., Charland, P., Allen, A., & Fraser, N. (2018, May). Experiences of Youth and Family Presenting to the Emergency Department for Addictions and Mental Health. Poster presented at the Canadian Association of Emergency Medicine (CAEP), Calgary, Alberta.

Hastings, S.E., Stiphout, M., Hepp, S., & Phillips, L. (2017, May). Utilization of Licensed Practical Nurses in Alberta Health Services. Presented at the Canadian Association for Health Services and Policy Research annual conference, Toronto, ON.

Hastings, S.E., Stiphout, M., Tarraf, R., & Phillips, L. (2017, May). Facilitators and barriers to the use of Licensed Practical Nurses in Alberta Health Services. Poster presented at the Canadian Association for Health Services and Policy Research annual conference, Toronto, ON.

Hastings, S.E., Suter, E., Bloom, J., & Sharma, K. (2016, May). Evaluation of a major health workforce transformation initiative. Poster presented at the Canadian Association for Health Services and Policy Research annual conference, Toronto, ON.

Hastings, S.E., Suter, E., Bloom, J., Hepp, S., Boyd, A., Gerrits, K., & Sharma, K. (2016, May). Evaluation framework: Workforce initiatives. Poster presented at the Canadian Association for Health Services and Policy Research annual conference, Toronto, ON.

Hastings, S.E., Sharma, K., Suter, E., & Bloom, J. (2016, May). Association of staffing with patient outcomes in Alberta acute care units. Poster presented at the Canadian Association for Health Services and Policy Research annual conference, Toronto, ON.

Hastings, S.E., Suter, E., Bloom, J., & Hepp, S. (2015, October). Evaluation Framework: Workforce Initiatives. Poster presented at the Quality Summit: Igniting Change!, Edmonton, AB.

Sharma, K., Hastings, S.E., Jackson, K., & Suter, E.S. (2014, October). Staffing variability on Alberta acute care units. Paper presented at the Health Workforce Conference, Ottawa, ON.

- Mallinson, S., Hastings, S.E., Armitage, G.D., Jackson, K.J., & Suter, E. (2014, May). Funding models and health workforce outcomes: A systematic review. Paper presented at the Society for Industrial and Organizational Psychology annual conference, Honolulu, HI.
- Hastings, S.E., Mallinson, S.M., Armitage, G.D., Jackson, K.J., & Suter, E. (2013, December). Governance models and health workforce transformation: A systematic review. Paper presented at the annual Accelerating Primary Care Conference, Edmonton, AB.
- Arthurson-McColl, Z., Hoffart, G., O'Neill, T. A., & Hastings, S. E. (2013, June). Hell hath no fury like an employee scorned: An investigation of negative exchange ideology. Poster presented at the annual meeting of the Canadian Psychological Association, Quebec, QC.
- Hastings, S.E., Armitage, G., Hepp, S., Jackson, K., Linder, J., Mallinson, S., Misfeldt, R., Suter, E. (2013, May). Exploring the relationship between governance models in healthcare and health workforce transformation: A systematic review. Poster presented at the annual meeting of the Canadian Association for Health Services and Policy Research, Vancouver, BC.
- Arthurson-McColl, Z., O'Neill, T. A., & Hastings, S. E. (2012, June). Broad and narrow core self evaluations and the prediction of workplace criteria. Poster presented at the annual meeting of the Canadian Psychological Association, Halifax, NS.
- Hastings, S.E., Taylor, O.A., Marcus, B., Sturm, A. (2011, August). Antecedents of counterproductive work behavior: A meta-analysis. In S. Stewart & M.L. Gruys (Chairs), New discoveries of antecedents and correlates of counterproductive work behavior. Symposium conducted at the meeting of the American Psychological Association, Washington, DC.
- Tarraf, R.C., Hastings, S.E., Hamilton, L.K., Fife, J., & Finegan, J.E. (2011, June). The mediating effect of work-family conflict on the relation between emotional labour and job outcomes. Poster presented at the annual meeting of the Canadian Psychological Association, Toronto, ON.
- Taylor, O.A., Hastings, S.E., Sturm, A., & Marcus, B. (2010, July). The internal structure of counterproductive work behaviors: A meta-analysis. Paper presented at the International Congress of Applied Psychology, Melbourne, Australia.
- Hastings, S.E., Hamilton, L.K., Fife, J.A., & Finegan, J.E. (2010, June). The role of personality in the performance of emotional labour. Poster presented at the annual meeting of the Canadian Psychological Association, Winnipeg, MB.
- Hastings, S.E., Hamilton, L.K., Fife, J.A., & Finegan, J.E. (2010, April). Are the negative effects of emotional labor exacerbated among Machiavellians? Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.
- Hamilton, L. K., Hastings, S. E., Sheppard, L. D., Finegan, J. E. (2009, April). Emotional labour: Scale development and validation. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
- O'Neill, T.A., & Hastings, S.E. (2009, June). Predicting workplace deviance using Big Five and non-Big Five personality variables. Poster presented at the annual meeting of the Canadian Psychological Association, Montreal, QC.
- Hastings, S. E., Hamilton, L. K., Sheppard, L. D., Fife, J., & Finegan, J. E. (2009, June). Emotional labour: Does deep acting really matter? Poster presented at the annual meeting of the Canadian Psychological Association, Montreal, QC.
- Hastings, S. E. & O'Neill, T. A. (2008, June). Predicting workplace deviance using broad and narrow personality traits. Poster presented at the meeting of the Canadian Psychological

- Association, Halifax, NS.
- Hamilton, L. K., Sheppard, L. D., Hastings, S. E., Vecchi, J. A., & Finegan, J. E. (2008, June). Emotional labour: Scale development and validation. Poster presented at the meeting of the Canadian Psychological Association, Halifax, NS.
- Hastings, S. E. & Finegan, J. E. (2007, June). The role of ethical ideology in reactions to injustice. Poster presented at the meeting of the Canadian Psychological Association, Ottawa, ON.
- Hastings, S. E., & Eggermont, J. (2006, June). Stimulus dependence of temporal coding in auditory cortex. Poster presented at the meeting of the Canadian Psychological Association, Calgary, AB.

AD HOC REVIEWER

Ethics & Behavior

BMC Human Resources for Health

Journal of Workplace Behavioral Health

Child Health Research Development Fund

Seniors Health Strategic Clinical Network Summer Studentship Competition

Society for Industrial and Organizational Psychology