

LIEKE L. TEN BRUMMELHUIS

Simon Fraser University
Beedie School of Business
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ACADEMIC POSITIONS

Simon Fraser University, Beedie School of Business Assistant Professor in Management and Organization Studies	2013 - current
University of Pennsylvania, Wharton School & Drexel University Post Doctoral Fellow	2011 - 2013
Erasmus University Rotterdam, Work and Organizational Psychology Post Doctoral Fellow	2009 - 2011

EDUCATION

Utrecht University, ICS Graduate School PhD in Organizational Sociology Dissertation title: Family matters at work: Depleting and enriching effects of employees' family lives on work outcomes.	2005 - 2009
Utrecht University, Department of Social Sciences MA Sociology, Policy & Organization, <i>cum laude</i> BA General Social Sciences, Utrecht University, <i>cum laude</i>	2004 - 2005 2002 - 2004

RESEARCH INTERESTS

Employee wellbeing; Stress; Workaholism; Work-family interface; Work engagement

JOURNAL ARTICLES (peer reviewed)

Ten Brummelhuis, L.L., & Greenhaus, J.H. (2018). How role jugglers maintain relationships at home and at work: A gender comparison. *Journal of Applied Psychology*, in press.

Ten Brummelhuis, L.L. & Rothbard, N.P. (2018). The difference between working long hours and workaholism: Response to commentary on "Beyond nine to five". *Academy of Management Discoveries*, in press.

Haar, J.M., Roche, M., & Ten Brummelhuis, L.L. (2017). A daily diary study of work-life balance in managers: utilizing a daily process model. *International Journal of Human Resource Management*, Online First: doi.org/10.1080/09585192.2017.1314311

Ten Brummelhuis, L.L., Rothbard, N.P., & Uhrich, B. (2017). Beyond nine to five: Is working to excess bad for health? *Academy of Management Discoveries*, 3(3): 262-283, doi: 10.5465/amd.2015.0115.

Ten Brummelhuis, L.L., Johns, G., Lyons, B.J., & Ter Hoeven, C.L. (2016). Why and when do employees imitate the absenteeism of co-workers? *Organizational Behavior and Human Decision Processes*, 134, 16-30.

Ten Brummelhuis, L.L., & Lautsch, B.A. (2016). Office or Kitchen? Wellbeing consequences of role participation depend on role salience. *Journal of Vocational Behavior*, 93, 171-182.

Ten Brummelhuis, L.L., Haar, J.M., & Roche, M. (2014). Does family life help to be a better leader? A closer look at crossover processes from leaders to followers. *Personnel Psychology*, 67(4), 917-949. doi: 10.1111/peps.12057.

Ten Brummelhuis, L.L., & Trougakos, J.P. (2014). The recovery potential of intrinsically versus extrinsically motivated off-job activities. *Journal of Occupational and Organizational Psychology*, 87, 177-199, doi: 10.1111/joop.12050.

Derks, D., L.L., Ten Brummelhuis, L.L., Zecic, D., & Bakker, A.B. (2014). Switching on and off. Does smartphone use impede the possibility to engage in recovery activities? *European Journal of Work and Organizational Psychology*, 23, 80-90.

Ten Brummelhuis, L.L., Ter Hoeven, C.L., Peper, A., & De Jong, M.D.T. (2013). Exploring the linkage between the home domain and absence from work: Health, motivation, or both? *Journal of Organizational Behavior*, 34, 273-290, doi: 10.1002/job.1789

Ten Brummelhuis, L.L., & Bakker, A.B. (2012). A resource perspective on the work-home interface: The work-home resources model. *American Psychologist*, 67(7), 545-556, doi: 10.1037/a00272974.

Ten Brummelhuis, L.L., & Bakker, A.B. (2012). Staying engaged during the week: The effect of off-job activities on next day work engagement. *Journal of Occupational Health Psychology*, 17, 445-455, doi: 10.1037/a0029213.

Ten Brummelhuis, L.L., Oosterwaal, A. & Bakker, A.B. (2012). Dealing with family demands in teams: The role of social support at work. *Group & Organization Management*, 37, 376-403, doi: 10.1177/105960111435410.

Bakker, A.B., Demerouti, E., & Ten Brummelhuis, L.L. (2012). Work engagement, performance and active learning: The role of conscientiousness. *Journal of Vocational Behavior*, 80, 555-564.

Ten Brummelhuis, L.L., Ter Hoeven, C.L., Bakker, A.B., & Peper, A. (2011). Breaking through the loss cycle of burnout: The role of motivation. *Journal of Occupational and Organizational Psychology*, 84, 268-287.

Bakker, A.B., Ten Brummelhuis, L.L., Prins, J.T., & Van der Heijden, F.F.M.A. (2011). Applying the Job-Demands Resources model to the work-home interface: A study among junior doctors and their partners. *Journal of Vocational Behavior*, 79, 170-180.

Ten Brummelhuis, L.L., Bakker, A.B., & Euwema, M.C. (2010). Is family-work interference related to co-workers' work outcomes? *Journal of Vocational Behavior*, 77, 461-469.

Ten Brummelhuis, L.L., Haar, J.M., & van der Lippe, T. (2010). Collegiality under pressure: the effects of family demands and flexible work arrangements in the Netherlands. *International Journal of Human Resource Management*, 21, 2831-2847.

Ten Brummelhuis, L.L., Haar, J.M., & Van der Lippe, T. (2010). Emotional exhaustion explained by work and family demands of both partners. *Work & Stress*, 24, 324-341.

Ten Brummelhuis, L.L., van der Lippe, T., & Kluwer, E.S. (2010). Family involvement and helping behavior in teams. *Journal of Management*, 36, 1406-1431.

Ten Brummelhuis, L.L., & van der Lippe, T. (2010). Effective family-life balance support for various household structures. *Human Resource Management*, 49, 173-193.

Ten Brummelhuis, L.L., van der Lippe, T., Kluwer, E.S., & Flap, H. (2008). Positive and negative effects of family involvement on work related burnout. *Journal of Vocational Behavior*, 73, 387-396.

OTHER PUBLICATIONS (high community impact / non-peer reviewed)

Ten Brummelhuis, L.L., & Rothbard, N.P. (2018). How being a workaholic differs from working long hours — and why that matters for your health. *Harvard Business Review*, March 22, 2018 – url

MANUSCRIPTS IN PROGRESS

Ten Brummelhuis L.L. Juggle or specialize to thrive? A need satisfaction perspective on the work-home interface. *Submitted*.

Capitano, J., Greenhaus, J.H., & Ten Brummelhuis, L.L. Recovery at work. How work experiences help employees recover from home life. *Submitted*.

Ten Brummelhuis, L.L., Nepomnaschy, P. A., & Salvante, K. Workaholism and physiological stress: Daily urinary cortisol levels in workaholics. *Working paper*

Ten Brummelhuis, L.L., Gabriel, A.S., Calderwood, C., & Rosen, C. Staying awake at work: The effect of daily exercise on focus and fatigue at work. *Working paper*

BOOK CHAPTERS

Demerouti, E., Derks, D., Ten Brummelhuis, L.L., & Bakker, A.B. (2014). New ways of working: Impact on working conditions, work-family balance, and well-being. In: P. Hoonakker & C. Korunka (Eds.). *Acceleration: Information technology and quality of working life*. Springer Press.

Greenhaus, J.H., & Ten Brummelhuis, L.L. (2013). Models and frameworks underlying work-life integration research. In: D.A. Major, & Burke, R. (Eds.) *Handbook of work-life integration among professionals: Challenges and opportunities*. UK: Edward Elgar.

Bakker, A.B., Oerlemans, W.G.M., & Ten Brummelhuis, L.L. (2013). Becoming fully engaged in the workplace: What individual and organizations can do to foster work engagement. In: R. Burke & C.L. Cooper (eds.). *The fulfilling workplace: The organization's role in achieving individual and organizational health*. UK: Gower.

Peeters, M.C.W., Ten Brummelhuis, L.L., & Van Steenbergen, E.F. (2013). Where does work-family interference lead to? The causality in theory and empirical evidence. In: J. Grzywacz, & E. Demerouti (Eds.). *New frontiers in work-family research*. Hove Sussex: Psychology Press.

Ten Brummelhuis, L.L. (2009). Reducing burnout through support in the workplace and the family domain. In: R.V. Schwartzhoffer (ed.) *Psychology of burnout: Predictors and coping mechanisms*. New York: Nova Science Publishers

GRANTS

SSHRC-SFU Institutional Grant – Small. Legal sponsor: Social Sciences & Humanities Research Council of Canada. Funded multidisciplinary study (Management & Health Sciences) on workaholism and employee health at Simon Fraser University, July 2014 – July 2016.

Endowed Research Fellowship. Sponsor: Simon Fraser University. Funded study on decision making in teams. December 2013 – December 2014.

NWO Rubicon Grant 2011. Dutch Organization of Scientific Research (NWO)/Marie Curie fund. Funded post-doc position at Drexel University and The Wharton School, Philadelphia, USA. September 2011 – January 2013.

Southern Management Association (SMA) research incubator grant. Funding for international research project on New Ways of Working. April 2011 – April 2014.

TEACHING EXPERIENCE

PhD	2016 – Reading committee member: Heather Cluley, PhD Candidate in Management, Concordia University. December 2016 2015 – Reading committee member: Mona Zanhour, PhD Candidate in Management, De Groote School of Business, McMaster University. June 2015 2014 – Committee member. Michael Kwan, PhD Candidate in Management, Drexel University. April 2014 2013 – Guest lecturer: Multilevel Analysis (Drexel University) 2012 – Guest lecturer: Structural Equation Modeling (Wharton School)
MBA	2017 - Course instructor: Managing People and Organizations (SFU)
GDBA	2018 – Course instructor: Managing People and Organizations (SFU)
MA	2011 – Lecturer: Team work; Work-life balance (Erasmus University Rotterdam, Utrecht University) 2010 – Course planning group: Teams at work (EUR) 2006 – 2011 Supervision Master theses (UU/EUR)
BA	2013 – 2018 Course instructor: An introduction in Organizational Behavior (SFU) 2009 – Course instructor: Family relationships (UU) 2006 – 2009 Tutorials: Organizational Behavior (EUR), Social policy design (UU) 2006 – 2013 Supervision Bachelor theses (UU/EUR)

TEACHING EVALUATION – Instructor Ratings 2016-2017 (scale 0 – 4)

MBA OB course	Fall 2017	FT MBA – 3.51	
Undergrad OB course	Spring 2018	Day section – 3.72	Surrey section – 3.64
	Fall 2017	Day section – 3.50	
	Spring 2017	Day section – 3.63	Evening section – 3.55
	Fall 2016	Day section – 3.71	Evening section – 3.54

HONORS AND AWARDS

Reviewing Excellence Reward. *Journal of Vocational Behavior*, 2014. Selected by editors for recognition of high quality peer reviewing work.

Best Paper Award (HR Division). Academy of Management Annual Meeting 2012, Boston. (Ten Brummelhuis & Greenhaus)

Best Paper Award (OB Division). Annual Meeting of the Australian and New Zealand Academy of Management, 2011, Wellington, New Zealand. (Haar, Roche, & Ten Brummelhuis)

Best Paper Award (Careers Division). Academy of Management Annual Meeting 2011, San Antonio. (Ten Brummelhuis, Ter Hoeven, Bakker, & Peper)

Best Paper Award (HR/Careers Division). Southern Management Association 2010 Meeting, St Petersburg, Florida. (Ten Brummelhuis, Ter Hoeven, Bakker, & Peper)

Best Reviewer Award (OB Division). Southern Management Association 2010 Meeting, St Petersburg, Florida.

André Büssing Memorial Prize, recognizing outstanding research from an early-career researcher. The 8th full conference of the European Academy of Occupational Health Psychology, 2008, Valencia, Spain.

SELECTED CONFERENCE PRESENTATIONS

Ten Brummelhuis, L.L. (2016). When does multiple role involvement cause thriving versus languishing? A domain need fulfillment model. *Academy of Management Annual Meeting, Anaheim, August 5-9.*

Ten Brummelhuis, L.L. (2015). Comparing the effects of family demands and resources on work performance in a daily study. *Academy of Management Annual Meeting, Vancouver, August 7-11.*

Ten Brummelhuis, L.L. (2014). Does family life deplete or enrich work? *The 2nd meeting of the new work and family researchers network, New York, June 18-21 2014.*

Ten Brummelhuis, L.L., & Sonnentag, S. (2013). Working more or less than planned. Consequences for daily employee well-being. *Southern Management Association 2013 Meeting, New Orleans, November 6-9.*

Ten Brummelhuis, L.L., Haar, J.M., & Roche, M.A. (2013). Does family life help to be a better leader? A closer look at crossover processes from leaders to followers. *Academy of Management Annual Meeting, Lake Buena Vista, August 8 - 13.*

Ten Brummelhuis, L.L., & Trougakos, J.P. (2012). The recovery potential of intrinsically versus extrinsically motivated off-job activities. *Southern Management Association 2012 Meeting, Fort Lauderdale, November 1 - 3.*

Ten Brummelhuis, L.L., & Greenhaus, J.H. (2012). How far does work reach? The effects daily job conditions on the quality of family life. *Academy of Management Annual Meeting, Boston, August 9 - 13.*

Ten Brummelhuis, L.L., Uhrich, B., Rothbard, N.P. & Rogelberg, S. (2012). Beyond nine to five. Do workaholics risk serious health problems? *Academy of Management Annual Meeting, Boston, August 9 - 13.*

Ten Brummelhuis, L.L., Haar, J.M., & Roche, M.A. (2012). Managers' boundary management: How leaders' family-to-work interference affect their followers' work outcomes. *The inaugural meeting of the new work and family researchers network, New York, June 14-16 2012.*

Ten Brummelhuis, L.L., Ter Hoeven, C.L., Peper, A., & De Jong, M.T.D. (2011). More or less absence from work due to home matters? *Southern Management Association 2011 Meeting, Savannah, November 9 – 12.*

Ten Brummelhuis, L.L., Bakker, A.B., & Hetland, J. (2011). Pros and cons of new ways of working. *Academy of Management 71st Annual Meeting, San Antonio, USA, August 12 – 16.*

Ten Brummelhuis, L.L., & Bakker, A.B. (2011). Why and when off-job activities contribute most to employee recovery. *European Academy of Work & Organizational Psychology, 2011, Maastricht, The Netherlands, May 25 – 28.*

Ten Brummelhuis, L.L., Ter Hoeven, C.L., Bakker, A.B., & Peper, A. (2010). Breaking through the loss cycle of burnout: The role of motivation. *Southern Management Association Meeting 2010, St. Pete, USA, October 27 – 30.*

Ten Brummelhuis, L.L., & van der Lippe, T. (2008). Effective work life balance support for various household structures. *European Academy of Occupational Health Psychology, Valencia, Spain, November 12-14.*

Ten Brummelhuis, L.L., Haar, J.M., & van der Lippe, T. (2007). Support of the spouse and colleagues in reducing burnout. *Australian & New Zealand Academy of Management 21st annual conference, Sydney, Australia, December 4-7.*

LANGUAGE AND RESEARCH SKILLS

Language	English (fluent), Dutch (native), French (basic)
Research methods	SPSS Longitudinal Data Analysis Structural Equation Modeling using AMOS Missing data analyses Multilevel analysis using MLwiN Multilevel analysis using Mplus

COMMUNITY IMPACT

2018 – Video on workaholism and risk for cardiovascular diseases – Youtube (in production)

2017 – Presentation workaholism and health. Mercer, Kelowna, June 1, 2017

2016 – Presentation stress and health. Conference Board of Canada. The Better Workplace Conference. Vancouver, Oct 26.

2016 – Presentation smartphone use and employee well-being. Conference Board of Canada, Counsel on Workplace Health and Wellness. Victoria, May 26, 2016.

2014 – Workshop Work-Life (Imbalance). BC HRMA, Vancouver, August 27, 2014.

2011 – 2015 Peper, A., Ter Hoeven, C.L., & Ten Brummelhuis, L.L. *Ernst & Young Care4Health monitor III, IV and V*. Organizational audit for EY Netherlands and Belgium.

2011 – Ten Brummelhuis, L.L., & Darwinkel, M. *Happy family life monitor: Strategies to achieve daily work-life balance*. Consulting project for a.o. TNT, and a lawyer company.

2010 – Ten Brummelhuis, L.L., & Bakker, A.B. *Benchmark OK: work-life balance*. Organizational audit for ER teams of Dutch Academic Medical Centers.

2007 – Ten Brummelhuis, L.L., van der Lippe, T., & Kluwer, E.S. *Work-family balance and work outcomes*. Organizational audit in 24 Dutch Organizations.

2007 – Ten Brummelhuis, L.L. *Work-family balance and employee well-being*. Benchmark of work-family balance for seven elderly care departments.

SERVICE

2018 – Committee to streamline Undergrad Business program

2018 – Research committee, organizing Beedie Research Colloquium

2016 – Team leader B3 Beedie Organizational Change process

2016 – Teaching Awards Committee

2016 – SFU Health Research Day Committee

2014 – Scientific Committee European Academy of Occupational Health Psychology

2013 – Graduate Diplomas and Certificates Committee

Editorial Board member:

- Journal of Organizational Behavior (June 2018 – current)

- Human Relations (September 2015 – current)

- Journal of Occupational Health Psychology (Sep 2015 – Sep 2016)

- Journal of Vocational Behavior (October 2012 - 2016)

Ad hoc reviewer for:

Academy of Management Review

Journal of Management

Journal of Occupational & Organizational Psychology

Organization Science

MEDIA (North America)

2018

Strategy & Business Can workaholism be good for you? January 18, 2018.
<https://www.strategy-business.com/blog/Can-Workaholism-Be-Good-for-You?gko=89a66>

2017

CPA Magazine Stress: What is it good for? December 1, 2017.
<https://www.cpacanada.ca/en/connecting-and-news/cpa-magazine/articles/2017/december/stress-what-is-it-good-for>

Globe & Mail Why some workaholics stay healthy and others get sick. November 14, 2017. <https://www.theglobeandmail.com/report-on-business/careers/business-education/why-some-workaholics-stay-healthy-and-others-get-sick/article36972893/>

Globe & Mail Workaholics take heart: workaholism isn't always bad for your health. September 30, 2017. <https://www.theglobeandmail.com/report-on-business/careers/management/workaholics-take-heart-long-hours-arent-always-bad-for-your-health/article36432932/>

Business Insider It turns out working around the clock won't kill you.
<http://www.businessinsider.com/working-long-hours-worse-for-workaholics-2017-9>

Global News.ca Being a workaholic isn't as dangerous to your health as you might think. September 5, 2017. <https://globalnews.ca/news/3719337/being-a-workaholic-isnt-as-dangerous-to-your-health-as-you-might-think/>

Wall Street Journal When it's okay to be a workaholic. September 5, 2017.
<https://www.wsj.com/articles/when-its-ok-to-be-a-workaholic-1504620000>

CBC Radio Panel expert on burnout. September 21, The Early Edition, 6 cities in BC

CBC Radio Interview about motivation for work and study. September 4, 2017, The Early Edition Vancouver

2016

HRZone.com Do team members retaliate or cooperate when co-workers call in sick? Oct 31, 2016. <http://www.hrzone.com/engage/employees/do-team-members-retaliate-or-cooperate-when-co-workers-call-in-sick>

People Management Magazine Imitation behavior of absenteeism in teams. August 1, 2016.

Research Digest When staff absenteeism seems catching, it could be the team culture that is sick. July 12, 2016. <https://digest.bps.org.uk/2016/07/12/when-staff-absenteeism-seems-catching-it-could-be-the-team-culture-thats-sick/>

2015

Business Vancouver Interview for article "Work-life balance upsides add up of Surrey firm. July 14, 2015. <https://www.biv.com/article/2015/7/work-life-balance-upsides-add-surrey-firm/>.

2014

24 hour Vancouver Interview for article "World Cup watching OK for business: prof. July 1, 2014. <http://vancouver.24hrs.ca/2014/07/01/world-cup-watching-ok-for-business-prof>.

CBC TV Interview for CBC The National about productivity consequences of watching the World Cup. June 24, 2014.

VanCity Buzz Interview in article "World Cup viewing at workplace could increase productivity" June 19th, 2014. <http://www.vancitybuzz.com/2014/06/watching-world-cup-work-can-productive/>.
