

Eva Zedlacher is *Assistant Professor of Management* in Webster's Business and Management Department.

Before she joined Webster in 2019, Eva worked at *Vienna University of Technology* and in the field of Organizational Development for two large Austrian companies.

Eva's main research interests include the study and prevention of mistreatment at work (e.g., workplace bullying and incivility). She also conducted empirical studies on (barriers to) diversity in different organizations and how to overcome

Her research has been published in Journals such as *Gender, Work and Organization*, *Personnel Review*, and *The International Journal of Human Resource Management*.

Eva teaches Principles of Organizational Behavior, Management Theory and practices as well as courses in Business Ethics and Corporate Social Responsibility at Webster Vienna Private University.

Eva is also an active member of the *Academy of Management*, and a regional representative for Europe and Africa of the *Conflict Management Division* of the Academy. She won the "*Best New Directions Paper Award*" 2021 in the Conflict Management Division for her study on managerial interventions into Workplace Bullying.

Currently, Eva leads a research project funded by the Chamber of Labour (section lower Austria) on bystander awareness for digital misbehavior at work. She conducted video experiments and developed an interactive training movie called "*Schau nicht weg*" with professional film-makers and actors.

Selected Publications:

Zedlacher, E. & Snowden. A. (2021). Practitioners' blame patterns and interventions in workplace bullying complaints", *Academy of Management Proceedings* 1, DOI: <https://doi.org/10.5465/AMBPP.2021.16461abstract>

Zedlacher E. & Koeszegi S.T. (2018). Workplace Bullying in Military Organizations: Bullying Inc.? In: D'Cruz P., Noronha E., Keashly L., Tye-Williams S. (eds) *Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Special topics and particular occupations, professions and sectors*, Vol. 4. Springer, Singapore, pp. 1-30. DOI: 10.1007/978-981-10- 5154-8_18-1.

Haas, M., Koeszegi, S. & Zedlacher E. (2016). Breaking Patterns? How Female Scientists negotiate their Token Role in their Life Stories. *Gender, Work and Organization*, 23 (4), p. 397-413. DOI: <https://doi.org/10.1111/gwao.12124>