
Laura G. E. Smith, Ph.D.

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Academic appointments:

University of Bath, Department of Psychology, July 2011-present
Position: Lecturer in Social Psychology

University of Queensland, School of Business, January 2010 – June 2011
Position: Lecturer in Management

University of Queensland, School of Psychology, September 2008 – January 2010

Position: Postdoctoral Research Fellow

Employed on Australian Research Council project, “*Newcomer socialisation: Examining the processes predicting changes in organisational identification over time*,” in collaboration with Professor Debbie Terry, Professor Victor Callan, Dr Catherine Amiot and Dr Joanne Smith.

University of Exeter, School of Psychology, January 2007-January 2008

Position: Research Associate

Educational background:

University of Exeter, Doctor of Philosophy in Social Psychology, awarded November 2008,

Primary doctoral supervisor: Prof. Tom Postmes

Secondary doctoral supervisor: Prof. Alex Haslam

- PhD thesis entitled: *The Impact of Intragroup Interaction on Identity and Action*
- Supported by an Economic and Social Research Council (ESRC) 1+3 competition scholarship 2004-2008, one of only 8 awarded in the UK in 2004

University of Exeter, MSc Social and Organisational Psychology with Distinction (2005)

Core areas of study were the theory and practical application of social and organisational psychology with an emphasis on the social identity approach. The course was taught by internationally-renowned members of the Social, Economic and Organisational Research Group.

- Masters thesis entitled: *Obstructed Ingroup Advancement and the Development of Norms Which Reverse the Positive-Negative Asymmetry Effect*, published in the *European Journal of Social Psychology*

University of Exeter, BSc (Hons) Psychology, First Class (2004)

Achieved highest overall degree mark at the University since computerised records began.
Programme accredited by the British Psychological Society.

- o Honours thesis in the field of Social Psychology was published in the *Journal of Social Issues*.

Key refereed journal articles:

Dwyer, L. A., Hornsey, M. J., Smith, L. G. E., Oei, T. P. S. and Dingle, G. A., (2011). Participant autonomy in cognitive behavioral group therapy: an integration of self-determination and cognitive behavioral theories. *Journal of Social and Clinical Psychology*, 30 (1), pp. 24-46.

Smith, L. G. E. and Postmes, T., (2011). Shaping stereotypical behaviour through the discussion of social stereotypes. *British Journal of Social Psychology*, 50 (1), pp. 74-98.

Smith, L. G. E. and Postmes, T., (2011). The power of talk: Developing discriminatory group norms through discussion. *British Journal of Social Psychology*, 50 (2), pp. 193-215.

Smith, L. G. E., Amiot, C. E., Callan, V. J., Terry, D. J. and Smith, J. R. (Forthcoming). Getting new staff to stay: the mediating role of organizational identification. *British Journal of Management*

Thomas, E. F., Smith, L. G. E., McGarty, C. and Postmes, T., (2010). Nice and nasty: the formation of prosocial and hostile social movements. *International Review of Social Psychology*, 23 (2-3), pp. 17-55.

Postmes, T. and Smith, L. G. E., (2009). Why do the privileged resort to oppression? A look at some intragroup factors. *Journal of Social Issues*, 65 (4), pp. 769-790.

Smith, L. G. E. and Postmes, T., (2009). Intra-group interaction and the development of norms which promote inter-group hostility. *European Journal of Social Psychology*, 39 (1), pp. 130-144.

Book reviews:

Smith, L. G. E. (Forthcoming). Book review: 'Giving Voice to Values', by Mary Gentile. *Academy of Management: Learning and Education* [accepted September, 2010].

Smith, L. G. E. (2011). Book review: 'Reviving Christian Humanism: The New Conversation on Spirituality, Theology, and Psychology', by D. S. Browning. *Modern Believing: The Journal of Modern Church* 52(3), pp.44-46.

Major grants awarded:

Funding body	Chief Investigators Name/s	Amount Funded	Amount of Years	Project Title	Dates
Australian Research Council Discovery project (funding round 2, 2011)	V Callan, N Gillespie, <u>L Smith</u> , N Paulsen	\$270,000	5	Managing professional transitions in the health sector	2011-2015

Funding body	Chief Investigators Name/s	Amount Funded	Amount of Years	Project Title	Dates
Australian Research Council Discovery project (funding round 1, 2010)	C McGarty, A Bliuc, L Smith, T Postmes	\$136,673	3	Pathways to social cohesion and social change: Opinion-based groups and the dynamic formation of identities	2011 - 2013
University of Queensland New Staff Research Start Up Fund	L Smith	\$11,946	1	How newcomer-team dynamics determine the success of newcomer integration	2010 - 2011

Industry reports:

Smith, L. G. E., Callan, V. J., Amiot, C. E., Smith, J. R., & Terry, D. J. (2011). The 2011 BCC New Employee Survey Final Report. *Report prepared for Brisbane City Council.*

Smith, L. G. E., Callan, V. J., Amiot, C. E., Smith, J. R., & Terry, D. J. (2009). The 2009 BCC New Employee Survey Short Report: A Preliminary Assessment of Psychological Factors Supporting the Socialisation of Newcomers at Brisbane City Council in the first 1-4 months of employment. *Report prepared for Brisbane City Council. (pp. 1-40).*

Smith, L. G. E., Callan, V. J., Amiot, C. E., Smith, J. R., & Terry, D. J. (2009). The 2009 BCC New Employee Survey Report: Phase 1. *Report prepared for Brisbane City Council. (pp. 1-66).*

Current research interests:

- The formation of social identities and the development of norms for social behavior
- Inter- and intra-group processes
- Proselytizing, religion and intergroup peace
- The psychological processes underlying personal and professional transitions

Current Collaborators

Dr Catherine Amiot, University of Montreal, Canada
 Professor Victor Callan, University of Queensland, Australia
 Professor Craig McGarty, Murdoch University, Australia
 Dr Catherine Philpot, University of Queensland, Australia
 Professor Tom Postmes, University of Groningen, The Netherlands
 Dr Joanne Smith, University of Exeter, UK
 Professor Debbie Terry, University of Queensland, Australia
 Dr Emma Thomas, Murdoch University, Australia