



“The facts I learned about unfairness helped me realize how to present problems within my agency.”

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She received her Ph.D. from the University of Central Florida in 2009. Her research interests include behavioral ethics, dysfunctional leadership, organizational justice, and workplace deviance.

She was awarded the Best Paper Overall Award from the Southern Management Association in 2010.

**LEADING WITH FAIRNESS**

*The types of fairness that are important to employees*

- Outcome fairness
- Process fairness
  - Interpersonal fairness
  - Informational fairness

**POSITIVE REWARDS**

*Employees respond favorably when fairness is present*

- Increased job satisfaction
- Lower employee turnover
- Improved job performance
- Engagement in productive work behaviors

**“Dr. Greenbaum helped me learn how to monitor and seek feedback when it comes to perceptions on fairness.”**

**“THIS SEMINAR IMPACTED HOW I LISTEN TO EMPLOYEES AND THEIR CONCERNS.”**

**RESEARCH PUBLISHED IN:**

- *Academy of Management Journal*
- *Journal of Applied Psychology*
- *Journal of Business Ethics*
- *Journal of Organizational Behavior*
- *Organizational Behavior and Human Decision Processes*

**PRESENTATIONS:**

- *Oklahoma Department of Transportation*
- *United Holdings*

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