



APPLICATION OF A POTENTIAL SUPERVISOR in the recruitment process of doctoral students and participants and/or TUTOR/SCIENTIFIC TUTOR of the extramural/external mode ("mode E") at SWPS University

Name and surname of the supervisor	Małgorzata Gamian-Wilk
Name of the research center/research group/artistic group to which the supervisor belongs	Social Behavior Research Center
List of the most important scientific publications, completed and ongoing research grants; link to ORCID and/or to the ResearchGate/Academia.edu profile (or other website presenting scientific/artistic achievements)	Stapinski, P., & Gamian-Wilk, M. (2024). Dealing with employees' frustration in time saves your company from workplace bullying: The mediating roles of frustration and a hostile climate in the relationship between role stress and exposure to workplace bullying. <i>Cogent Business & Management</i>, 11: 2292775. http://dx.doi.org/10.1080/23311975.2023.2292775 Stapinski, P., Bjorkelo, B., D'Cruz, P., Mikkelsen, E., & Gamian-Wilk, M. (2023). A role that takes its toll? The moderating role of leadership in role stress and exposure to workplace bullying. <i>International Journal of Conflict Management</i>, 34(5), 1041-1058. https://doi.org/10.1108/IJCM-03-2023-0047 Gamian-Wilk, M., Bjorkelo, B., Mikkelsen, E., D'Cruz, P., & Madeja-Bien, K. (2022). Workplace bullying: Individual hostility, poor work environment or both? Exploring competing explanatory models in a single longitudinal study. <i>International Archives of Occupational and Environmental Health</i>, 95(10), 1955-1969. http://dx.doi.org/10.1007/s00420-022-01896-y Gamian-Wilk, M., Lewandowska, M., Sędkowska, D., Staniszewska, A., Stapinski, P., Zielony-Koryczan, E., & Madeja-Bien, K. (2022). A Prospective Study of Employee Response to Bullying in a Workplace Environment: Does Assertiveness Actually Help or Hurt? <i>Violence and Victims</i>, 37(3), 367-380. http://dx.doi.org/10.1891/VV-D-20-00081 Gamian-Wilk, M., Madeja-Bien, K. (2021). Ostracism in the Workplace. In: D'Cruz, P., Noronha, E., Keashly, L., Tye-Williams, S. (Eds.), <i>Special topics and particular occupations, professions and sectors. Handbooks of Workplace Bullying, Emotional Abuse and Harassment</i>, vol 4. Springer, Singapore. https://doi.org/10.1007/978-981-10-5154-8_2-1 Gamian-Wilk, M., Madeja-Bien, K., Bjorkelo, B. (2020). To Comply or Not To Comply: Social Exclusion Increases Compliance in Cyberball but Only With the

	Non-Rejecters. <i>Forum Oświatowe</i>, 32(2, 64), 75-85, https://doi.org/10.34862/fo.2020.2.3. Gamian-Wilk, M., Dolinski, D. (2020). The foot-in-the-door phenomenon 40 and 50 years later: Replication of original Freedman and Fraser study in Poland and Ukraine. <i>Psychological Reports</i>, 123(6), 2582-2596, https://doi.org/10.1177/0033294119872208. Gamian-Wilk, M., Bjørkelo, B. (2019). The role of personality in the form of temperament in relation to bullying at work. <i>Polish Psychological Bulletin</i>, 50(3), 237-246, https://doi.org/10.24425/ppb.2019.130696 Realized projects: SONATA nr 2013/09/D/HS6/02717 „Indywidualne Źródła mobbingu w miejscu pracy w ramach zintegrowanego modelu mobbingu: charakterystyka osób poddawanych mobbingowi” Researchgate: https://www.researchgate.net/profile/Malgorzata-Gamian-Wilk ORCID: https://orcid.org/0000-0002-6095-5269	
Discipline for a future doctoral dissertation (possible: sociology, political and administrative sciences, culture and religion sciences, literary studies, psychology, fine arts and art conservation)	Psychology	
A brief description of the research directions pursued by the supervisor (a few sentences describing the scientific/artistic specialization; main research problems; scientific interests) and a possible link to the website/research team	Malgorzata Gamian-Wilk’ scientific interests focus on workplace bullying and workplace ostracism. Recently she has been examining a) social perception as potential factor having an impact on ostracism and bullying development, b) the observers role in ostracism and bullying development.	
Thematic areas of planned doctoral dissertations	Potential doctoral dissertations might focus on workplace ostracism observers’ strategies and responses to their co-workers’ mistreatment.	
Number of people that the supervisor/scientific supervisor would be able to accept as a result of recruitment in the academic year 2025/2026:	to the Doctoral School (doctoral scholarship financed by SWPS University)	Number: 1
	for national and international research projects or grants (doctoral scholarship financed from grant funds)	Number: 0 Project name:
	to the Industrial Doctorate program (doctoral scholarship financed by the Ministry of Science and Higher Education)	Number: 1
	for external mode (no doctoral scholarship)	Number: 1
Number of currently conducted doctorates:	in Doctoral School	Number: 1

	in external mode	Number: 0
The number of doctoral students promoted so far, along with the year of completing their doctoral degrees:	3 (2022, 2023, 2024)	
RECRUITMENT Candidates should contact their selected potential supervisors who are members of centers and/or research teams		
Conditions to be met by the candidate in the field of: scientific interests; scientific competences; achievements to date; knowledge of foreign languages; social competences; availability, etc.	Candidates should a) be interested in psychology of workplace bullying and workplace ostracism, b) be experienced in preparing and conducting research, c) have a solid methodological background, d) be experienced in presenting research results during conferences	
Preferences regarding contact with the candidate during recruitment	x E-mail contact: please provide e-mail address: <i>mgamian@swps.edu.pl</i> ☐ Telephone contact: <i>please provide phone number: _____</i> ☐ Personal meetings (<i>by prior arrangement by e-mail/telephone.</i>) ☐ All forms of contact	
Preferred dates, times and location (in the period March-June 2025) in order to conduct an interview with the candidate		
Information about possible absence preventing candidates from contacting a potential supervisor (with dates)		