

00:00 (air whooshing)  
00:04 - Dr. Amanda Patel is an assistant professor  
00:08 of Management and Entrepreneurship Department  
00:12 at Sawyer Business School of Suffolk University.  
00:15 So recently Dr. Patel published a very interesting study  
00:20 in Journal of Applied Psychology, which is considered one  
00:24 of the most premier academic journals in the business field.  
00:29 Let us know more about Dr. Patel and her study.  
00:34 So Dr. Patel, what are your general research interest  
00:39 and expertise area?  
00:42 - So when I went into graduate school, I knew  
00:45 that I was very interested in employee health and wellbeing.  
00:50 So very broadly that is my research interest.  
00:54 And over time, it has become more niche I like to say.  
01:00 And I really spend a lot of time focusing  
01:03 on employees' physical health behaviors,  
01:06 like eating and exercising and then sleep.  
01:11 - Thank you very much.  
01:12 And then in this article we see  
01:15 that you focused on the health eating climate.  
01:19 Could you touch upon the highlights of this article?  
01:24 - Yeah, so my co-authors were Trevor Watkins  
01:29 and Giselle Antoine.  
01:31 And it was a really fun team to work with.  
01:34 But we started out kind of piggybacking off  
01:38 of some of Trevor's work, but we spent some time talking  
01:42 about workplace healthy eating  
01:44 and what does that actually mean?  
01:46 And that took a lot of time and effort to come up  
01:49 with a definition that would be general enough  
01:53 to span across cultures, but specific enough  
01:56 to capture what is healthy and not healthy.  
01:59 So we came up with the definition  
02:01 of workplace healthy eating is a diet rich in nutrients  
02:05 and low in unhealthy components.  
02:08 And we used consumption stereotype theory  
02:12 to kind of hypothesize about the impact  
02:15 of what we eat in the workplace  
02:18 and how that would affect others' perceptions of us  
02:20 and their subsequent behaviors towards us.  
02:24 And then we also did this  
02:27 within the context of the organizational health climate.  
02:31 - This is great, thank you so much  
02:33 for highlighting that particular aspect.  
02:36 So now we're moving into the research methodology that you  
02:41 and your co-authors are using in this article.  
02:44 And then we see that in this particular article,  
02:48 you used a mixed method approach  
02:51 with a piloting study at the beginning  
02:53 and then followed by three separate studies,  
02:56 and then in which case you both used the survey methodology  
03:00 as well as the experimental design.  
03:03 So could you share with us the fun part (laughs)

03:07 or any surprise when you are running all these studies?  
03:12 - Yeah, the fun part was definitely the experiment  
03:18 because we manipulated Taylor and whether or not Taylor  
03:22 was a healthy eater or an unhealthy eater.  
03:26 And so the way we did that was we showed a picture  
03:28 of an office desk with either a salad or a bottle of water  
03:33 or a salad and a bottle of water or pizza  
03:37 and a pop or soda I guess if you're from New England.  
03:42 And that was fun because we used my actual work desk,  
03:47 and so we went out, we bought these food items  
03:49 and then we took pictures of my desk  
03:51 with these different food items.  
03:54 But yeah, so that was probably the funnest part, yeah.  
04:01 - Very interesting, especially we saw that in your study  
04:05 that you took the screenshot  
04:07 about different dishes by the computer.  
04:10 That is really interesting.  
04:11 And then people feel that kind of like it's related  
04:15 to their day-to-day kinda like a workplace.  
04:19 - Yeah, thank you. - Have you ever encountered  
04:22 any kind of hiccup or like some difficulties  
04:27 when collecting the information or running all these tests?  
04:31 - Yeah, definitely, so one of the biggest ones  
04:36 we actually had with this journal,  
04:39 and with any journal I think, with any publication,  
04:41 but we always get questions about whether  
04:44 or not the way we measured something is accurate.  
04:48 So as I mentioned earlier,  
04:50 we were looking at coworkers' perceptions of self-control.  
04:54 And so our reviewers wondered,  
04:58 well, was it driven by perceptions of self-control  
05:00 or is there something  
05:01 about the actual focal person's true self-control?  
05:06 So when we were asked this,  
05:08 we were a little bit miffed about how to answer it.  
05:12 So what we ended up doing  
05:14 was we had all the contact information  
05:17 for the people who participated in our field study,  
05:21 thankfully, we emailed them and explained our situation.  
05:25 We said, Hey, we got an R and R at this top tier journal.  
05:29 This is really important.  
05:30 Can you please answer these last few questions for us?  
05:35 And we have them rate their own self-control.  
05:37 And then we went back, we tested the correlation,  
05:40 and then we actually put it  
05:41 as a control in our field study model  
05:43 and we were excited to see everything held.  
05:46 - Well, this is so true actually I think,  
05:49 in terms of the measurement problem,  
05:51 often time is to consider very challenging questions  
05:55 from many, many journal reviewers and editors.  
05:59 Yeah, this is great, thank you so much  
06:02 for sharing that part of the insight with us.  
06:05 So now we are moving into

06:07 about the future research direction  
06:10 and then this particular health eating culture and climate,  
06:15 its implication in the real business world.  
06:19 So the question we are interested in asking,  
06:22 in knowing is do you plan to do any follow up study  
06:26 or research on the related topic?  
06:30 - Yes, we are literally actually last week wrapped up  
06:38 more research on this where we  
06:39 have now done both experiments and a field study,  
06:42 two field studies where we extend this idea  
06:46 of workplace eating behaviors  
06:49 and we actually look at two different things.  
06:52 So the first is I say I'm comparing my eating  
06:58 to somebody else, how does that make me feel?  
07:03 Shame, pride, what have you.  
07:05 The other thing that we're looking at  
07:08 is when we're thinking about someone else's eating,  
07:13 to what extent do we perceive food shaming  
07:18 or how much have we experienced food shaming?  
07:21 So two of these kind of like moral emotion reactions  
07:25 but one is a behavior directed at you  
07:27 and the other one is a feeling you may feel  
07:30 from these observations.  
07:32 So I don't know, stay tuned (laughs).  
07:35 - This is very interesting, brilliant idea.  
07:37 I really, really love this and congratulations  
07:41 on completing two field study already.  
07:44 - Thank you. - Yes, and so in your opinion,  
07:48 what could be the future direction  
07:50 of this health eating culture and climate moving forward?  
07:57 - From an academic perspective,  
07:59 I think this is an extremely new area of research  
08:05 and there is a lot to be done  
08:08 in terms of cultural differences around eating,  
08:13 how we perceive people who eat different types of food  
08:16 because of their culture, whether that aligns  
08:18 with their culture or not.  
08:20 So that could be a really interesting one.  
08:22 Also maybe considering things like food deserts  
08:27 and how that impacts what people eat at work  
08:30 and then our perceptions of those people  
08:32 and their experiences at work.  
08:34 So I really think the sky's the limit on this  
08:37 because we're just now starting  
08:39 to build the foundation for this area.  
08:43 - Yeah, this is social especially people eating healthy food  
08:47 is super important not to ourself  
08:51 but also to the organization culture.  
08:54 And it's also influenced the people's self-control  
08:56 and how then they collaborate with each other.  
08:59 And then you also mentioned about this cultural perspective  
09:03 that people might be eating different food,  
09:05 which is also very, very important.  
09:08 Not to mention the eco-friendly sustainability

09:11 that may also somehow play a role into this particular area.  
09:16 So do you have any kind of like thing  
09:19 that you would like to share  
09:21 to the business professionals and managers?  
09:23 And then if so, what might those elements be?  
09:28 - Yes, I think one of the first things  
09:33 that came to mind with this study is this is all based  
09:36 on consumption stereotypes theory,  
09:40 which is we know that people stereotype others based  
09:45 on what they eat.  
09:46 So a couple of basic examples,  
09:48 eating a salad is associated with femininity.  
09:52 Eating meat is associated with masculinity.  
09:56 So this is not an area that people often think about  
10:01 in terms of stereotyping.  
10:03 So I think for business professionals,  
10:05 what I would say is start thinking about these stereotypes  
10:10 and how to mitigate some of these effects.  
10:13 We think about gender, race, religion,  
10:16 but this is another important one 'cause our results held  
10:18 across several different methodologies.  
10:21 And then the other thing which is related  
10:24 is I would encourage business professionals to think  
10:27 about how they're promoting eating in the workplace  
10:31 and what type of climate they're creating  
10:33 and really focusing on promoting a healthy eating climate  
10:36 as that mitigated some of these negative effects.  
10:42 - Well, thank you so much  
10:43 for providing all these important suggestions  
10:47 to the business professionals  
10:49 and then those like business world managers.  
10:52 This is very important.  
10:54 So now we're going to move  
10:55 into the last section of our entire interview,  
10:59 which is about the publication advice and then experience  
11:04 that you could share with our peer, our fellow colleagues.  
11:08 So the first question that we're wondering  
11:10 is when you are submitting this article,  
11:13 what made you choose to submit  
11:15 to the Journal of Applied Psychology?  
11:19 - We chose the Journal of Applied Psychology  
11:24 because it was important for us to strive from the top  
11:28 and then work our way from there based  
11:31 on the feedback we got.  
11:32 It's really just as simple as that.  
11:36 - Yeah, this is great because like many of the peers  
11:40 are thinking about writing an article,  
11:42 and then let's shoot for the best, and then go from the top  
11:45 and then let's see how far we can go in this case.  
11:49 So thank you so much for sharing that part of the insight.  
11:53 And so the last question we would like to know  
11:56 is what kind of like advice would you like to give  
11:59 or share with the fellow colleagues when they're thinking  
12:03 about really trying to submit to the premier journals?

12:09 - I think my piece of advice for this comes a little bit  
12:16 before you're thinking about where to send it  
12:18 but when you're thinking about the ideas you have  
12:21 and that is put together a group  
12:24 of people you have fun working with.  
12:27 Trevor and Giselle are two of my favorite people  
12:31 to work with in terms of academia.  
12:33 And we were all three doctoral students  
12:36 when we started this project.  
12:38 And we started it, Trevor was the one  
12:42 who had come up with the idea himself, come to us and said,  
12:45 "Hey, I know you like to do these types of things."  
12:48 And then honestly, because it was so fun,  
12:51 it didn't feel stressful to submit  
12:54 to a premier journal at all, it was just fun.