

CURRICULUM VITAE

**SHELLEY D. DIONNE**

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**EDUCATION**

1998	Ph.D.	State University of New York at Binghamton Major: Leadership/Organizational Behavior Minor: Learning and Development
1995	M.B.A.	State University of New York at Binghamton Concentration: Organizational Behavior and Human Resources Management
1988	B.S.	Rochester Institute of Technology Major: Nutrition

**PROFESSIONAL EXPERIENCE**

2022-present	Dean, School of Management Binghamton University, State University of New York at Binghamton
2022-2024	Director, Center for Leadership Studies Binghamton University, State University of New York at Binghamton
2019-2022	Area Chairperson, Leadership & Organizational Sciences, School of Management Binghamton University, State University of New York at Binghamton
2018-2022	Associate Dean of Faculty Development & PhD Program, School of Management Binghamton University, State University of New York at Binghamton
2017-present	Professor, School of Management, Binghamton University, State University of New York at Binghamton
2016	Yearly Review Editor, <i>Leadership Quarterly</i> Binghamton University, State University of New York at Binghamton
2015-2018	Faculty Athletics Representative (NCAA Division I) Binghamton University, State University of New York at Binghamton
2010-2016	Associate Editor, <i>Leadership Quarterly</i> Binghamton University, State University of New York at Binghamton

2007- 2022	Associate Director, Center for Leadership Studies Binghamton University, State University of New York at Binghamton
2004- 2017	Associate Professor, School of Management, Binghamton University, State University of New York at Binghamton
2001- 2004	Assistant Professor, School of Management, Binghamton University, State University of New York at Binghamton
2001- present	Fellow, Center for Leadership Studies Binghamton University, State University of New York at Binghamton
1998- 2001	Adjunct Assistant Professor, School of Management, Binghamton University, State University of New York at Binghamton
1992- 1996	Project Director and Research Assistant, State University of New York at Binghamton (Army Research Institute Grant)
Summer 1995	Adjunct Lecturer, School of Management, Binghamton University State University of New York at Binghamton
1990- 1992	Chief Clinical Dietitian, Marriott Health Care Services, Lutheran Home at Moorestown.
1988- 1990	Nutrition Services Manager, Broome County Central Foods and Nutrition Services.

## **RESEARCH INTERESTS**

My primary research interests are leadership development, group dynamics and creativity--a line of investigation into the identification of relevant leader/follower/group behaviors and subsequent evaluation to determine the most effective and appropriate means for measuring and assessing leadership and group development and creative behaviors. My related research interests include examining the connection between levels of analysis and learning and development in a both a leadership and group/team/network context, and human capital resource emergence, particularly around issues of workforce development.

## **JOURNAL ARTICLES**

Yang, B., Jin, F., Tsai, C.-Y., Taras, V., Liu, Y., Dionne, S.D. (2025). Personality and leader emergence in virtual teams: A longitudinal and network investigation. *Journal of Management Scientific Reports* (forthcoming).

Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Pandey, S., Dionne, S.D., Yammarino, F.J. & Sayama, H. (2025). Effects of network connectivity and functional diversity distribution on human collective ideation. *npj Complexity* 2, 2. <https://doi.org/10.1038/s44260-024-00025-9>

Pandey, S., Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2023). Generation and influence of eccentric ideas on social networks. *Scientific Reports*, 13, 20433. <https://doi.org/10.1038/s41598-023-47823-0>

Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Pandey, S., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2023). Visualizing Collective Idea Generation and Innovation Processes in Social Networks, *IEEE Transactions on Computational Social Systems*, 10(5), 2234-2243. <https://doi.org/10.1109/TCSS.2022.3184628>

Brimhall, K. C., Tsai, C.-Y., Eckardt, R., Dionne, S., Yang, B., & Sharp, A. (2023). The effects of leadership for self-worth, inclusion, trust, and psychological safety on medical error reporting, *Health Care Management Review* 48(2), 120-129. <https://doi.org/10.1097/HMR.0000000000000358>

Cao, S., MacLaren, N.G, Marshall, J., Dong, Y., Yammarino, F.J., Dionne, S.D., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T.R., England, S., Sayama, H., & Ruark, G.A. (2022). Group size and group performance in small collaborative team settings: An agent-based simulation model of collaborative decision-making dynamics. *Complexity*, 1-16. <https://doi.org/10.1155/2022/8265296>

Tsai, C.Y., Marshall, J., Choudhury, A., Serban, A., Hou, Y.T.Y., Jung, M.F., Dionne, S.D., & Yammarino, F.J. (2022). Human-robot collaboration: A multilevel and integrated leadership framework. *Leadership Quarterly*, 33(1), 101594. <https://doi.org/10.1016/j.leaqua.2021.101594>

Blevins, D. P., Stackhouse, M. R. D., & Dionne, S. D. (2021). Introversion in Workplaces: A Review, Critique, and Research Agenda. *International Journal of Management Reviews*, 24(1), 78-98. <https://onlinelibrary.wiley.com/doi/epdf/10.1111/ijmr.12268>

Eckardt, R., Tsai, C., Dionne, S.D., Dunne, D., Spain, S.M., Park, J.W., Cheong, M., Kim, J., Guo, J., Hao, C., & Kim, E.I. (2021). Human capital emergence and leadership. *Journal of Organizational Behavior*, 42, 269-295. <https://doi.org/10.1002/job.2446>

Eckardt, R., Yammarino, F.J., Dionne, S.D., & Spain, S.M. (2021). Multilevel methods and statistics: The next frontier. *Organizational Research Methods*, 24, 187-218. <https://doi.org/10.1177/1094428120959827>

- Sotak, K.L., Spain, S.M., Dionne, S.D., & Yammarino, F.J. (2021). Weekly patterns of motivation in students in higher education: A time series spectral analysis. *Educational Psychology*, online. <https://doi.org/10.1080/01443410.2021.1881044>
- Dong, Y., MacLaren, N.G., Cao, Y., Yammarino, F.J., Dionne, S.D., Mumford, M.D., Connelly, S., Sayama, H., & Ruark, G.A. (2021). Utterance clustering using stereo audio channels. *Computational Intelligence and Neuroscience*, Volume 2021, Article ID 6151651, 8 pages. <https://doi.org/10.1155/2021/6151651> (Preprint: <https://arxiv.org/abs/2009.05076>).
- MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Mulhearn, T.J., Todd, E.M., Kulkarni, A., Cao, Y., & Ruark, G.A. (2020) Speaking time and leader emergence in initially leaderless groups: A test of competing theories. *Leadership Quarterly*, 31(5), Article 101409. <https://doi.org/10.1016/j.leaqua.2020.101409>
- Wegmann, J., Marshall, J., Tsai, C.-Y., & Dionne, S. D. (2020) Health education and changing stress mindsets: The moderating role of personality. *American Journal of Health Education*, 51 (4), 244-256. <https://doi.org/10.1080/19325037.2020.1767002>
- Cao, S., MacLaren, N., Cao, Y., Dong, Y., Sayama, H., Yammarino, F.J., Dionne, S.D., Mumford, M.D., Connelly, S., Martin, R., Standish, C., Newbold, T., England, S. & Ruark, G. (2020). An Agent-based Model of Leader Emergence and Leadership Perception within a Collective, *Complexity*, vol. 2020, Article ID 6857891, 11 pages, 2020. <https://doi.org/10.1155/2020/6857891>
- Kim, J., Yammarino, F.J., Dionne, S.D., Eckardt, R., Cheong, M., Tsai, C.-Y., Guo, J., & Park, J.W. (2020). State-of-the-science review of leader-follower dyads research. *Leadership Quarterly*, 31(1), 1-18. <https://doi.org/10.1016/j.leaqua.2019.101306>
- Dionne, S.D., Sayama, H., & Yammarino, F.J. (2019). Diversity and Social Network Structure in Collective Decision Making: Evolutionary Perspectives with Agent-Based Simulations. *Complexity* (Article ID 7591072, <https://doi.org/10.1155/2019/7591072>).
- Cheong, M., Yammarino, F. J., Dionne, S. D., Spain, S. M., & Tsai, C. Y. (2019). A review of the effectiveness of empowering leadership. *The Leadership Quarterly*, 30, 34-58. <https://doi.org/10.1016/j.leaqua.2018.08.005>
- Wang, A., Tsai, C., Dionne, S.D., Yammarino, F.J., Spain, S.M., Ling, H., Huang, M., Chou, L., & Cheng, B. (2018). Benevolence-dominant, authoritarianism-dominant, and classical paternalistic leadership: Testing their relationships with subordinate performance. *Leadership Quarterly*, 29(6), 686-697. <https://doi.org/10.1016/j.leaqua.2018.06.002>
- Dionne, S.D., Gooty, J., Yammarino, F.J., & Sayama, H. (2018). Decision making in crises: A multi-level model of the interplay between cognitions and emotions. *Organizational Psychology Review*, 8, 95-124. <https://doi.org/10.1177/2041386618756063>

Tsai, C. Y., Dionne, S. D., Wang, A. C., Spain, S. M., Yammarino, F. J., & Cheng, B. S. (2017). Effects of relational schema congruence on leader-member exchange. *Leadership Quarterly*, 28(2), 268–284. <http://doi.org/10.1016/j.leaqua.2016.11.005>

McHugh, K. Yammarino, F.J., Serban, A., Dionne, S.D., Sayama, H., & Chatterjee, S. (2016). Collective Decision Making, Leadership, and Collective Intelligence: Tests with Agent-Based Simulations and a Field Study. *Leadership Quarterly*, 27, 218-241. <http://dx.doi.org/10.1016/j.leaqua.2016.01.001>

Serban, A., Yammarino, F. J., Dionne, S. D., Kahai, S. S., Hao, C., McHugh, K. A., Sotak, K. L., Mushore, A. B. R., Friedrich, T. L., & Peterson, D. R. (2015). Leadership emergence in face-to-face and virtual teams: A multi-level model with agent-based simulations, quasi-experimental and experimental tests. *Leadership Quarterly*, 26 (3), 402–418. <https://doi.org/10.1016/j.leaqua.2015.02.006>

Sayama, H. & Dionne, S.D. (2015). Studying collective human decision making and creativity with evolutionary computation. *Artificial Life*, 21, 379-393. [https://doi.org/10.1162/ARTL\\_a\\_00187](https://doi.org/10.1162/ARTL_a_00187)

Dionne, S.D., Gupta, A., Sotak, K.L., Shirreffs, K.A., Serban, A., Hao, C., Kim, D.H., & Yammarino, F.J. (2014). A 25-Year Perspective on Levels of Analysis in Leadership Research. *Leadership Quarterly*, 25, 6–35. <https://doi.org/10.1016/j.leaqua.2013.11.002>

Dionne, S.D., Chun, J.U., Hao, C., Serban, A., Yammarino, F.J. & Spangler, W.D. (2012). Levels of analysis incorporation and publication quality: An illustration with transformational/charismatic leadership. *Leadership Quarterly*, 23 (6), 1012–1042. <https://doi.org/10.1016/j.leaqua.2012.10.003>

Dionne, S.D., Akaishi, J., Chen, X., Gupta, A., Sayama, H., Yammarino, F.J., Serban, A., Hao, C., Head, H.J. & Bush, B.J. (2012). Retrospective Relatedness Reconstruction: Applications to Adaptive Social Networks and Social Sentiment. *Organizational Research Methods*, 15(4), 663–692. <https://doi.org/10.1177/1094428112442572>

Sayama, H., Farrell, D.L. & Dionne, S.D. (2010). The effects of mental model formation on group decision making: An agent-based simulation. *Complexity*, 16(3), 49–57. <https://doi.org/10.1002/cplx.20329>

Dionne, S.D., Sayama, H., Hao, C. & Bush, B. J. (2010). The role of leadership in shared mental model convergence and team performance improvement: An agent-based computational model. *Leadership Quarterly*, 21(6), 1035–1049. <https://doi.org/10.1016/j.leaqua.2010.10.007>

Yammarino, F.J., Mumford, M.D., Connelly, M.S., & Dionne, S.D. (2010). Leadership team dynamics for dangerous military contexts. *Military Psychology*, 22(s1), s15–s41. <https://doi.org/10.1080/08995601003644221>

Chun, J.U., Yammarino, F.J., Dionne, S.D., Sosik, J.S., & Moon, H.K. (2009). Leadership across hierarchical levels: Multiple levels of management and multiple levels of analysis. *Leadership Quarterly*, 20(5), 689–707. <https://doi.org/10.1016/j.leaqua.2009.06.003>

Yammarino, F.J., Dionne, S.D., Schriesheim, C.A., & Dansereau, F. (2008). Authentic leadership and positive organizational behavior: A meso, multi-level perspective. *Leadership Quarterly*, 19(6), 693–707. <https://doi.org/10.1016/j.leaqua.2008.09.004>

Dionne, S.D. & Dionne, P.J. (2008). Levels-based leadership and hierarchical group decision optimization: A Monte Carlo Simulation. *Leadership Quarterly*, 19(2), 212–234. <https://doi.org/10.1016/j.leaqua.2008.01.004>

Jaussi, K.S., Randel, A.E., Dionne, S.D. (2007). I am, I think I can, and I do: The role of personal identity, self-efficacy, and cross-application of experiences in creativity at work. *Creativity Research Journal*, 19(2-3), 247–258. <https://doi.org/10.1080/10400410701397339>

Yammarino, F.J., Dionne, S.D., Chun, J.U., & Dansereau, F. (2005). Leadership and levels of analysis: A state-of-the-science review. *Leadership Quarterly*, 16, 879–919. <https://doi.org/10.1016/j.leaqua.2005.09.002>

Dionne, S.D., Yammarino, F.J., Howell, J.P. & Villa, J.R. (2005). Substitutes for Leadership, or Not? *Leadership Quarterly*, 16(1), 169–193 <https://doi.org/10.1016/j.leaqua.2004.09.012>

Sosik, J.J., Jung, D.I., Berson, Y., Dionne, S. & Jaussi, K. (2005). Making all the right connections: The strategy-focused leadership of top executives in high-tech organizations. *Organizational Dynamics*, 34(1), 47–61. <https://doi.org/10.1016/j.orgdyn.2004.11.003>

Dionne, S.D., Yammarino, F.J., Atwater, L.E. & Spangler, W.D. (2004). Transformational leadership and team training and performance. *Journal of Organizational Change Management*, 17(2), 177–193. <https://doi.org/10.1108/09534810410530601>

Jaussi, K.S. & Dionne, S.D. (2004). Unconventional leader behavior, subordinate satisfaction, effort and perception of leader effectiveness. *Journal of Leadership and Organizational Studies*, 10(3), 15–26. <https://doi.org/10.1177/107179190401000302>

Jaussi, K.S. & Dionne, S.D. (2003). Leading for creativity: The role of unconventional leader behavior. *Leadership Quarterly*, 14(4-5), 475–498. [https://doi.org/10.1016/S1048-9843\(03\)00048-1](https://doi.org/10.1016/S1048-9843(03)00048-1)

Dionne, S.D., Yammarino, F.J., Atwater, L.E., & James, L.R. (2002). Neutralizing substitutes for leadership theory: Leadership effects and common source bias. *Journal of Applied Psychology*, 87(3), 454–464. <https://doi.org/10.1037/0021-9010.87.3.454>

Yammarino, F.J., Dionne, S.D., & Chun, J.U. (2002). Transformational and charismatic leadership: A levels-of-analysis review of theory, measurement, data analysis, and inferences. *Research in Management*, 2 (Leadership), 23–63.

Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1999). A longitudinal study of the leadership development process: Individual differences predicting leader effectiveness. *Human Relations*, 52(9), 1–20. <https://doi.org/10.1023/A:1016985019728>

Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1998). Individual attributes and leadership style: Predicting the use of punishment and its effects. *Journal of Organizational Behavior*, 19, 559–576. [https://doi.org/10.1002/\(SICI\)1099-1379\(199809\)19:5<559::AID-JOB860>3.0.CO;2-8](https://doi.org/10.1002/(SICI)1099-1379(199809)19:5<559::AID-JOB860>3.0.CO;2-8)

Atwater, L.E., Camobreco, J.F., Dionne, S.D., Avolio, B.J., & Lau, A. (1997). Effects of rewards and punishments on leader charisma, leader effectiveness and follower reactions. *Leadership Quarterly*, 8(2), 133–152. [https://doi.org/10.1016/S1048-9843\(97\)90010-6](https://doi.org/10.1016/S1048-9843(97)90010-6)

Sosik, J.J., & Dionne, S.D. (1997). Leadership styles and Deming's behavior factors. *Journal of Business and Psychology*, 11(4), 447–462. <https://doi.org/10.1023/A:1025085700534>

Dionne, S.D., Yammarino, F.J., Comer, L.B., Dubinsky, A.J., & Jolson, M.A. (1996). Transformational and transactional leadership of female managers: Predicting subordinate effectiveness and performance. *Journal of Leadership Studies*, 3(2), 134–147. <https://doi.org/10.1177/107179199600300211>

## **OTHER PUBLICATIONS**

Dionne, S. D. (2017). Leadership Quarterly Yearly Review: Multidisciplinary, multilevel, multisource, multiskilled and multigenerational perspectives. *Leadership Quarterly*, 28(1), 22–23. <http://doi:10.1016/j.leaqua.2017.01.007>

Dionne, S.D., & Yammarino, F.J. (2005). Letter one. In S.D. Dionne, F.J. Yammarino, J. P. Howell, & Villa, J. (Eds.), *Substitutes for leadership, or not* (pp. 169–193). *Leadership Quarterly*, 16, 170–175. <https://doi.org/10.1016/j.leaqua.2004.09.012>

Dionne, S.D., & Yammarino, F.J. (2005). Letter three. In S.D. Dionne, F.J. Yammarino, J. P. Howell, & Villa, J. (Eds.), *Substitutes for leadership, or not* (pp. 169–193). *Leadership Quarterly*, 16, 180–186. <https://doi.org/10.1016/j.leaqua.2004.09.012>

## **BOOKS**

Sosik, J.J., Jung, D.I., Berson, Y., Dionne, S. & Jaussi, K. (2004). *The dream weavers: Strategy focused leadership in technology driven organizations*. New York: Information Age Publishing.

## **BOOK CHAPTERS**

Yammarino, F.J., & Dionne, S.D. (2018). Leadership and Levels of Analysis: Clarifications and Fixes for What's Wrong. In R. Riggio (Ed.) *What's Wrong with Leadership? (And How To Fix It)*. New York, NY: Routledge (Taylor & Francis Group).

Dionne, S.D., & Dionne, P.J. (2009). Extending levels-based leadership and hierarchical group decision optimization: A Monte Carlo Simulation. In F. Yammarino and F. Dansereau (Eds.), *Multi-level issues in organizational behavior and leadership (Vol. 8 of Research in Multi-level Issues)* (pp. 227-270). Oxford, UK: Elsevier Science.

Dionne, S.D. & Dionne, P.J. (2009). Sins of omission and envy: Redemption and salvation through levels of analysis. In F. Yammarino and F. Dansereau (Eds.), *Multi-level issues in organizational behavior and leadership (Vol. 8 of Research in Multi-level Issues)* (pp 321-333). Oxford, UK: Elsevier Science.

Dionne, S.D. (2008). Social influence, creativity and innovation: Boundaries, brackets, and non-linearity. In F. Yammarino and F. Dansereau (Eds.), *Multi-level issues in creativity and innovation (Vol. 7 of Research in Multi-Level Issues)* (pp. 63-73). Oxford, UK: Elsevier Science.

Atwater, L.E. & Dionne, S.D. (2007). A process model of leader-follower fit. In C. Ostroff and T. Judge (Eds.), *Perspectives in organizational fit. The organizational frontier series* (pp.183-208). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Dionne, S.D., Randel, A.E., Jaussi, K.J. & Chun, J.U. (2004). Diversity and demography in organizations: A levels of analysis review of the literature. In F. Yammarino and F. Dansereau (Eds.), *Research in Multi-level Issues (Vol. 3)*, pp. 181-229. Oxford, UK: Elsevier Science.

Dionne, S.D., Randel, A.E., Jaussi, K.J. & Chun, J.U. (2004). Good research begins with good multi-level theory: Lessons learned in a multi-level community. In F. Yammarino and F. Dansereau (Eds.), *Research in Multi-level Issues (Vol. 3)*, pp. 259-270. Oxford, UK: Elsevier Science.

Yammarino, F.J., Dionne, S.D., & Chun, J.U. (2002). Transformational and charismatic leadership: A levels-of-analysis review of theory, measurement, data analysis, and inferences. In Neider, L. & Schriesheim, C. (Eds.), *Research in Management (Vol. 2 of Research in Multi-level Issues)*, pp. 23-63. Greenwich, CT: Information Age Publishing.



## **UNDER REVIEW**

Cho, Y., Kao, S-F., Tsai, C-Y., Marshall, J.D., Wang, S-B., Dionne, S.D. (2025). Relational Trajectories in Organizational Socialization: A Dyadic View on Supervisors' Role in Newcomer Adjustment and Unit Performance. *Academy of Management Journal* (under review).

Tsai, C.-Y., Marshall, J. D., Eckardt, R., Dionne, S.D., Jung, M. F., Hou, Y. T.-Y., & Yang, B.-Y. Human-robot complementarities and value creation for organizations, *Journal of Organizational Behavior* (3<sup>rd</sup> R & R, Under Review).

Topaloglu, E., Eckardt, R., Tsai, C.-Y., Dionne, S.D., Spain, S. M. Competitor imitation of nontraditional labor market approaches: An institutional theory approach, *Human Resource Management* (1<sup>st</sup> R & R).

## **FUNDED RESEARCH/PROJECTS**

Kaiming, Y., Dionne, S. D., Jin, S., Tsai, C-Y. (2024-2026). Biomanufacturing Project Management Certificate Program; *BioMADE* (DoD, Award #101187), July 2024-June 2026 (\$1,600,000).

Brimhall, K. C., Dionne, S. D., Eckardt, R., & Tsai, C.-Y. (2020-2021). Survey measurement development for complex multilevel social networks. Center for Collective Dynamics of Complex Systems Seed Grant, Binghamton University, State University of New York, \$3,000.

Brimhall, K., Dionne, S., & Zhang, M. (2018). Creating Healthy Communities for Rural and Socioeconomically Disadvantaged Populations. *Binghamton University TAE Seed Grant* (\$5,000).

Sayama, H., Dionne, S.D., & Yammarino, F.J. (2019-2020). How to resume and maintain economic activities in the COVID-19 era: An adaptive social distancing approach. *SUNY Research Seed Grant Program 2019-20, RFP #20-03-COVID* (\$7500).

Sayama, H. (PI), Cheng, C. (Co-PI) & Dionne, S.D. (Co-PI). NERCCS 2018: First Northeast Regional Conference on Complex Systems (2018), *National Science Foundation* (Conference Funding, \$4,836, SES Award #1817983).

Sayama, H. (PI), Dionne, S.D. (Co-PI), & Yammarino, F.J.(Co-PI). Diversity, Network Structure, and the Effectiveness of Organizational Problem Solving (2017-2020). *National Science Foundation*, (\$591,000, SES Award #1734147).

Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., & Connelly, M.S. (2017-2019). Collective planning and leadership for the U.S. Army. *U.S. Army Research Institute for the Behavioral and Social Sciences* (\$640,000).

Sayama, H. (PI), Dionne, S. (Co-PI), Laramée, C. (Co-PI), Schaffer, D. (Co-PI), & Yammarino, F.J. (Co-PI). Evolutionary perspective on collective decision making (2009-2011). *National Science Foundation* (\$552,000).

Laramée, C. (PI), Dionne, S. (Co-PI), Sayama, H. (Co-PI), & Wilson, D.S. (Co-PI). Teaching Social Complexity and Multidisciplinary Team Building: An Experimental Engineering Approach (2008-2010). *National Science Foundation* (\$150,000, CCLI Phase 1).

Dionne, S.D. (PI) & Sayama, H. (Co-PI) (2006). Modeling judgment and decision making of collaborative teams working to satisfy variable requirements. *Interdisciplinary Collaboration Research Grant, Binghamton University*, (\$8,000).

Dionne, S.D. (PI) (2002). Levels of analysis issues in efficacy: Implications of leadership style. *Binghamton Foundation Eckler Grant, Binghamton University* (\$1,000).

Dionne, S.D. (PI) (2004-2005). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$21,000.

Dionne, S.D. (PI) (2005-2006). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$29,000.

Dionne, S.D. (PI) (2006-2007). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$23,000.

Dionne, S.D. (PI) (2007-2008). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$24,000.

Dionne, S.D. (PI) (2008). Binghamton University Leadership Academy. *Binghamton University*, \$20,000.

Dionne, S.D. (PI) (2008-2009). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$30,000.

Dionne, S.D. (PI) (2009). Binghamton University Leadership Academy. *Binghamton University*, \$18,000.

Dionne, S.D. (PI) (2009-2010). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$30,000.

Dionne, S.D. (PI) (2010-2011). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$22,000.

Dionne, S.D. (PI) (2013-2014). Binghamton University Leadership Development Program. *Binghamton University*, \$22,500.

Dionne, S.D. (PI) (2014-2015). Binghamton University Leadership Development Program. *Binghamton University*, \$21,600.

Dionne, S.D. (PI) (2015-2016). Binghamton University Leadership Development Program. *Binghamton University*, \$17,000.

Dionne, S.D. (PI) (2016-2017). Binghamton University Leadership Development Program. *Binghamton University*, \$6,300.

Dionne, S.D. (PI) (2017-2018). Binghamton University Leadership Development Program. *Binghamton University*, \$6,300.

Dionne, S.D. (PI) (2018-2019). Binghamton University Leadership Development Program. *Binghamton University*, \$7,200.

Dionne, S.D. (PI) (2019-2020). Binghamton University Leadership Development Program. *Binghamton University*, \$6,600.

Dionne, S.D. (PI) (2021-2022). Binghamton University Leadership Development Program. *Binghamton University*, \$6,000.

Dionne, S.D. (PI) (2022-2023). Binghamton University Leadership Development Program. *Binghamton University*, \$6,300.

### **PROCEEDINGS ABSTRACTS/PRESENTATIONS**

Cao, Y., Dong, Y., Kim, M., MacLaren, N., Pandey, S., Dionne, S., Yammarino F. & Sayama, H. (2025). Effects of Network Connectivity and Functional Diversity Distribution on Human Collective Ideation. *Alife in Organizations (ALife ∈ Org) 2025*, Kyoto, Japan.

Jun, M., Eckardt, R., Dionne, S.D. The effects of HR systems and HR managers on human capital resource emergence (2025). *Academy of Management Conference*, 85 (Presentation), HR Division.

**\*Best Paper Award**

Liu, H., Hansbrough, T. K., Dionne, S.D., Tang., G. Dyadic leader-member exchange development: The role of implicit theories. *Academy of Management Conference*, 85 (Presentation), OB Division.

Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Pandey, S., Dionne, S.D., Yammarino, F.J. & Sayama, H. (2025). Effects of network connectivity and functional diversity distribution on human collective ideation. *Conference on Complex Systems 2025* (Presentation).

Jun, M., Eckardt, R., Tsai, C.-Y., & Dionne, S. D. (2024). HR systems and human capital resource emergence. *Academy of Management Conference*, 84 (Presentation), HR Division.

**\*Best Paper Award**

Jun, M., Eckardt, R., Li, M., Jin, F., Kim, J., Tsai, C. Y., Dionne, S. D. (2024). The Measure of Complementarities/Synergies: A Systematic Review of the Organizational Science Literature. *Southern Management Association Conference* (Presentation).

Jin, F., Yang, B. & Dionne, S.D. (2023). Navigating Leader Distance: Maximizing the Effectiveness of Transformational Leadership in Virtual Work. *Academy of Management Conference*, 83 (Presentation).

Tsai, C.-Y., Jun, M., Marshall, J. D., Eckardt, R., Dionne, S. D. (2023). A microfoundations perspective of strategic leadership: Middle managers, human capital resource emergence, and leadership processes (2023). *Strategic Leadership Conference*, Strategic Management Review and Goff Strategic Leadership Center at the University of Utah (Presentation).

Mastroleo, N. R. Eckardt, R., Acton, B. P., Hansbrough, T. K., Hernandez Acton, E., Ko, Y. H., Reynolds, L. Scaringi, G., Tsai, C.-Y., & Dionne, S. D. (2023). Initial development of an alternative workforce development model for enhancing the population of substance abuse counselors. *Association for Behavioral and Cognitive Therapies* (Poster).

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Pandey, S., Cao, Y., Dong, Y., Kim, M., MacLaren, N. G., Dionne, S. D., Yammarino, F. J., & Sayama, H. (2022). Are We Fascinated by Eccentric Ideas? *NetSci Conference 2022* (Presentation).

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MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C.K., Eckardt, R., & Ruark, G.A. (2021). Networks of interruptions: Simultaneous speech and leader emergence in informal groups. *Networks 2021 Conference* (Presentation).

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Newbold, T., Martin, R.W., Standish, C.J., England, S., Todd, E.M., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Cao, S., Dong, Y., Marshall, J., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2021). The effects of network communication on collective performance: A replication. *Society for Industrial & Organizational Psychology Conference*, 36 (Presentation).

Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2020). Background diversity and network structure in collective design and innovation: Perspectives with online social network experiments. *Network Science Society Conference 2020 (NetSci 2020)* (Presentation).

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<http://coco.binghamton.edu/NSF-HSD.html>

Avolio, B.J., Dionne, S., Atwater, L., Lau, A., Camobreco, J., Whitmore, N., & Bass, B.M. (1996). Antecedent predictors of a “full range” of leadership and management styles. Technical Report #1040: *Army Research Institute* (MDA-903-91-C-0131).

Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1996). Leader attributes and behaviors predicting emergence of leader effectiveness. Technical Report #1044: *Army Research Institute* (MDA-903-91-C-0131).

### **INVITED LECTURES/PANELIST**

Eckardt, R., Maupin, C., MacLaren, N., Dionne, S., & Jun, M. (2021) Human capital resource emergence (HCRE): An agent-based simulation. U.S. Army Research Institute for the Behavioral and Social Sciences.

Dionne, S. (2019). Transformational Leadership. SUNY Broome.

Dionne, S. (2018). Keynote Address: Culture and leadership. Taiwan Association of Industrial and Organizational Psychology

Cross, M. & Dionne, S. (2018). Sharing your vision. Binghamton University Athletics Empower Summit.

Dionne, S. & Braun, D. (2017). Impactful leadership: Five strategies for success. Binghamton University Women’s Weekend.

Dionne, S. (2016). 5 ways to be a better leader. Binghamton Alumni Leaders.

Dionne, S. (2015). 5 ways to be a better leader. Binghamton Rotary.

Dionne, S. (2009). Full Range Leadership Development (Panelist). Pennsylvania State University – Great Valley

### **DISSERTATION/COMPREHENSIVES/THESIS COMMITTEES**

#### ***Ph.D. Dissertation Chair:***

- Gupta (2013). Multi-level effects of cognitive and emotional processes on crisis perception and group decision making. (Management: OB; Binghamton University)
- Tsai (2015). Effects of behavioral scripts on leadership processes: A cognitive and multilevel perspective. (Management: OB; Binghamton University)
- Hao (2015). A framework for the integration of levels of analysis research and social network perspective: A continuous view. (Management: OB; Binghamton University)
- J. Wegmann (2018). Stress Mindset: Impact of personality and emotion (CCPA; Binghamton University)
- J. Guo (2020). Conceptualization and effect of unintended leader hostility: A perceptual approach. (Management: OB; Binghamton University)
- J. Park (2021). A reconceptualization of intra-team trust: Clarification and exploration of intra-team trust emergence (Management: OB; Binghamton University)
- J. Marshall (2022). Revisiting Machiavellianism: Shedding light on a dark construct. (Management: OB; Binghamton University)
- Choudhury (2023). Individual effects of shared leadership: Boundary conditions and dynamics. (Management: OB; Binghamton University)

- F. Jin (2023). Leader Distance in Virtual Work: A Multilevel Conceptualization and Investigation (Management: OB, Binghamton University; \*co-chair with Chou-Yu Tsai)
- B. Yang (2024). A Full-Range CEO Seasons Model: Examining the Influences of TMT Members and Middle Managers (Management: OB, Binghamton University; \*co-chair with Chou-Yu Tsai)
- J. Moon (2025). The Process of Multiplexity Dynamics: How Multiplex Ties Strengthen, Weaken, and Dissolve Over Time (Management: OB, Binghamton University; \*co-chair with Chou-Yu Tsai)

***Ph.D. Dissertation Committee Member:***

- J.U. Chun (2006). Close and distant charismatic and contingent reward leadership: Multiple levels-of-management and multiple levels-of-analysis perspectives. (Management: OB; Binghamton University)
- M.E. Palanski (2007). Integrity and leadership: A conceptual model and partial test. (Management: OB; Binghamton University)
- M. Afolabi (2008). Creative decision within a group through a systems-based process. (Engineering: System Science; Binghamton University).
- D.W. Taylor (2008). How self-construal affects consumer reactions to unexpected events: The effects of event valence, event experience, event spread and leadership intervention. (Management: Marketing; Binghamton University)
- O. Oluade (2009). A system-based approach to assessing leadership styles in engineers. (Engineering: System Science; Binghamton University)
- R. Jestice (2010). Learning in virtual worlds: Results from two studies. (Management: MIS; Binghamton University)
- Serban (2013). Leadership and team performance on a continuum of virtuality: An interactionist multilevel model and partial test (Management: OB; Binghamton University)
- K. (Shirreffs) McHugh (2014). Collective decision making with an emphasis on leadership and collective intelligence (Management: OB; Binghamton University)
- K.L. Sotak (2015). A within- and between-persons levels of analysis approach to motivation: A model and empirical tests. (Management: OB; Binghamton University)
- Bush (2017). Studying the evolution of ideas at multiple spatio-temporal scales using extended evolutionary computation (System Science; Binghamton University)
- M. Cheong (2017). Empowering leadership (Management: OB; Binghamton University)
- K. Bowers (2017). Leadership: Moral development and athletes (CCPA; Binghamton University)
- J. Kim (2018). Leader-Follower dyad: A state of the science (Management: OB, Binghamton University)
- E. Scott (2019). Diversity in Division I athletics leadership (CCPA; Binghamton University)
- M. Jun (2024). HR Systems and Human Capital Resource Emergence (Management: OB, Binghamton University)

***PhD Comprehensive Exam Committees:***

J. Garger (2001-2002) OB  
J.U. Chun (2004) OB  
B. Carroll (2006) OB  
M. Palanski (2006) OB  
A. Gupta (2011) OB  
C. Hao (2011) OB  
A. Serban (2011) OB  
D.H. Kim (2012) OB  
K. Shirreffs (2012) OB  
A. Knights (2013) OB  
K.L. Sotak (2013) OB  
C.Y. Tsai (2013) OB  
M. Cheong (2015) OB (Chair)  
J. Huang (2015, 2016) OB  
J. Lee (2015) Marketing  
J. Kim (2016) OB  
J. Guo (2017-18) OB  
J.W. Park (2017-18) OB  
N.G. MacLaren (2019) OB (Chair)  
J. Marshall (2020) OB (Chair)  
A. Choudhury (2020) OB (Chair)  
E. Topaloglu (2020-2022) OB (Chair)  
S.K. Kurumathur (2020-2021) OB (Chair)  
B. Yang (2021-2022) OB (Chair)  
M. Jun (2021) OB (Chair)  
F. Jin (2021) OB (Co-Chair)  
J. Moon (2024) OB  
C. Oh (2024) OB  
Y. Cho (2025) OB

**TEACHING EXPERIENCE**

Research Methods II, PhD program, Fall 2025  
Operations Management, undergraduate program, Fall 2023  
Transformational Leadership, undergraduate program, Fall 2021  
Organizational Behavior, undergraduate program, Fall 2020  
Pedagogy, PhD Program, Spring 2020  
Strategic Leadership, PMBA program, Summer 2018, Summer 2019  
Team Leadership, MBA program, Spring 2018, Spring 2019

Organizational Behavior, MBA program, Fall 2017  
 Leadership, MBA program, Fall 2017  
 Leadership, PMBA Program, Fall 2017, Fall 2018, Fall 2019  
 Team Leadership, MBA Program, Spring 2017  
 Theory Testing in Organizational Behavior, PhD program, Fall 2016  
 Organizational Behavior, MBA program, Fall 2016  
 Strategic Leadership, PMBA program, Spring/Summer 2016  
 Special Topics in Leadership, PhD program (team taught), Spring 2015  
 Organizational Behavior, undergraduate program, Spring 2015  
 Organizational Behavior, undergraduate program, Fall 2014  
 Organizational Behavior, undergraduate program, Spring 2014  
 Organizational Behavior, undergraduate program, Fall 2013  
 Strategic Leadership, EMBA program, Spring 2013  
 Organizational Behavior, undergraduate program, Spring 2013  
 Organizational Behavior, undergraduate program, Fall 2012  
 Leadership, PMBA Program, Summer 2012  
 Organizational Behavior, undergraduate program, Spring 2012  
 Organizational Behavior, undergraduate program, Fall 2011  
 Organizational Behavior, EMBA, Fall 2011  
 Leadership, PMBA Program, Summer 2011  
 Organizational Behavior, undergraduate program, Spring 2011  
 Leadership, EMBA Program, Spring 2011  
 Organizational Behavior, undergraduate program, Fall 2010  
 Team Leadership, MBA Program, Spring 2010  
 Strategic Leadership, MBA Program, Spring 2010  
 Leadership Development, Executive MBA Program (Lockheed), Spring 2010  
 Organizational Behavior, MBA Program, Fall 2009  
 Exploring Social Dynamics, NSF CCLI funded class, undergraduate, Fall 2009  
 Leadership Development, Professional MBA Program, Summer 2009  
 Leadership Development, Executive MBA Program, Spring 2009  
 Leadership Development in Teams, MBA Program, Spring 2009  
 Leadership Development, MBA program, Spring 2009  
 Organizational Behavior, Ph.D. program, Fall 2008  
 Exploring Social Dynamics, NSF CCLI funded class, undergraduate, Fall 2008  
 Organizational Behavior, MBA program, Fall 2008  
 Leadership Development, undergraduate program, Fall 2008  
 Leadership Development, Professional MBA program, Spring 2008  
 Organizational Behavior, undergraduate program, Spring 2007  
 Leadership Development, Executive MBA program, Spring 2007  
 Organizational Behavior, undergraduate program, Fall 2006  
 Leadership Development, Professional MBA program, Fall 2006



Organizational Behavior, undergraduate program, Spring 2006  
 Leadership Development, Executive MBA program, Spring 2006  
 Organizational Behavior, undergraduate program, Fall 2005  
 Leadership Development, Executive MBA program, Spring 2005  
 Team Leadership and Development, MBA program, Spring 2005  
 Leadership and Consulting I, MBA and undergraduate program, Fall 2004  
 Team Leadership and Development, MBA and undergraduate program, Spring 2004  
 Leadership and Consulting I, MBA and undergraduate program, Fall 2003  
 Organizational Behavior, Executive MBA program, Fall 2003  
 Leadership, Executive MBA program, Spring 2003  
 Leadership Seminar, Lockheed Martin Executive MBA program, Spring 2003  
 Organizational Behavior, Executive MBA program, Fall 2002  
 Leadership and Consulting I, undergraduate program, Fall 2002  
 Business Statistics, MBA program, Fall 2002  
 Leadership Theory, Ph.D. program, Fall 2002  
 Leadership and Consulting I, undergraduate program, Fall 2001  
 Business Statistics, MBA program, Fall 2001  
 Leadership, Executive MBA Health Care program, Spring 2001  
 Leadership, Lockheed Martin Executive MBA program, Spring 2001  
 Organizational Behavior, Executive MBA program, Fall 2000  
 Organizational Behavior, Executive MBA Program, Spring 2000  
 Organizational Behavior, undergraduate program, Fall 1999  
 Leadership, Executive MBA Leadership Program, Fall 1999  
 Leadership, Executive MBA Health Care Program, Spring 1999  
 Organizational Behavior, Executive MBA Health Care program, Fall 1998  
 Leadership, Executive MBA Health Care program, Fall 1998

## **PROFESSIONAL SERVICE**

### ***Profession:***

Guest Editor, *Leadership Quarterly*, 2021 (co-edited w/Banks, Schmidt Mast, Sayama)  
 Guest Editor, *Organizational Research Methods*, 2019 (co-edited w/Yammarino, Eckardt, Spain)  
 Yearly Review Editor, *Leadership Quarterly*, 2017  
 Associate Editor, *Leadership Quarterly*, 2010-2016  
 Editorial Board Member, *Leadership Quarterly*, 2004-2010, 2018-present  
 Editorial Board Member, *Journal of Organizational Behavior*, 2009-2022  
 Reviewer, *National Science Foundation* 2014, 2018 (SoO)  
 Reviewer, *National Science Foundation* 2014, 2016 (DRMS)  
 Reviewer, *Israel Science Foundation*, 2010  
 Reviewer (Ad Hoc), *Human Performance*, 2019  
 Reviewer (Ad Hoc), *Complexity*, 2018  
 Reviewer (Ad Hoc), *Academy of Management Journal*, 2011, 2012  
 Reviewer (Ad Hoc), *Organizational Research Methods*, 2012, 2014, 2015  
 Reviewer (Ad Hoc), *Organizational Behavior and Human Decision Processes*, 2011  
 Reviewer (Ad Hoc), *Organization Science*, 2011  
 Reviewer (Ad Hoc), *Journal of Organizational Behavior*, 2006, 2007, 2008

Reviewer (Ad Hoc), *Journal of Applied Social Psychology*, 2008  
Reviewer, Organizational Behavior Division, Academy of Management  
Reviewer, Research Methods Division, Academy of Management  
Reviewer, Organizational Change Division, Academy of Management  
Undergraduate Curriculum Reviewer, Montclair State University (NJ), School of Business (Spring 2011)

***University:***

Vice President for Advancement and Executive Director of the Binghamton University Foundation, 2024  
Watson College Dean Search Committee (Co-Chair), 2023  
SPREE – Climate Change (Committee Chair) (2021)  
Middle States Accreditation-Planning, Resources & Institutional Effectiveness  
NCAA Faculty Athletic Representative, Binghamton University, 2015-2018  
PRODiG Committee, 2019-2021  
University Personnel Committee (Professional Schools, 2017-2019)  
University Personnel Committee (Arts & Sciences, 2014-2016)  
VP of Advancement Search Committee, Binghamton University, 2018  
VP of Operations Search Committee, Binghamton University, 2014  
Graduate Council, Binghamton University, 2013-present  
Graduate Student Excellence Awards Committee, 2013  
Sustainable Communities TAE Committee, 2013-2017  
Transdisciplinary Areas of Excellence (TAE) Development Committee, 2012-2013  
Transdisciplinary Areas of Excellence (TAE) Evaluation Committee, 2016-present  
TFIT, 2017-Present  
Advisory Committee, Center for Civic Engagement, 2010-present  
Advisory Board, Center of Applied Community Research and Development, 2007-2013  
Chair, University Personnel Committee (Professional Schools), 2011  
University Personnel Committee (2009-2011, Professional Schools)  
Faculty Senate, Binghamton University (2008-2010)  
TriO/EOP Summer Program, School of Management, Presenter, 2007, 2009, 2015  
Budget Review Committee, 2004-2010  
Committee for University Environment, 2008-2010  
Experiential Education Committee, 2004-2007

***School of Management:***

Search Committee, Leadership (Chair), 2018, 2019, 2021  
Search Committee, Leadership, 2002, 2005, 2008, 2013  
Search Committee, Operations, 2015  
Search Committee, Marketing, 2012, 2014  
Search Committee, Strategy, 2012, 2013, 2015, 2016, 2017  
Search Committee, MIS, 2013  
SOM Summer Business Program for Potential Students (creator/coordinator), 2017  
DECA, Faculty Advisor, 2014-2017  
Women in Business, Faculty Advisor, 2012-present  
School of Management Awards Committee, 2006-2012

Chair, Undergraduate Curriculum Committee, 2006-2007  
Undergraduate Curriculum Committee, 2010-2018  
Chair, Junior Personnel Committee, 2006-2007  
Search Committee, School of Management Placement Officer, 2005-2006  
Director, Southern Tier Leadership Academy, 2004-2011  
Co-Advisor, student chapter of Beta Gamma Sigma, 2005-2010  
Co-Advisor, student chapter of Society of Human Resource Management, 2004-2009  
Executive MBA Senior Project Advisor, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2011  
Professional MBA Senior Project Advisor, 2006, 2007, 2009, 2011  
Lockheed Martin Executive MBA Senior Project Advisor, 2003  
MBA Committee, 2001-2004, 2008-2010  
Search Committee, Marketing, 2002-2003  
Concentration Night Departmental Speaker, 2002, 2002, 2004, 2006, 2008  
Search Committee, Director of Executive Education, Spring 2002  
Session Chair, Bernard M. Bass Festschrift Conference, Summer 2001

***Community:***

Governance Board Member, Upstate New York Energy Storage Engine (NSF), 2024-present  
International Advisory Board Member, Narsee Monjee Institute of Management Studies (NMIMS), Mumbai, 2023-present  
Chairperson and Trustee, Link Foundation, 2021-present  
Special Advisor, Link Foundation, 2017-2021  
Board of Directors, Fenton Free Library, 2015-2021  
Board of Directors, Greater Binghamton Educational Outreach Program, 2008-2010  
Maine Endwell School District, Strategic Planning Team, 2016-2022

**PROFESSIONAL AFFILIATIONS**

Academy of Management  
Society of Industrial and Organizational Psychology  
American Psychological Society

**CONSULTING/MANAGEMENT DEVELOPMENT**

Served as organizational consultant and designed and provided management development programs for:

Sherwin-Williams Paint Store Group, Malvern, PA  
Binghamton University, Binghamton, NY  
Visions Federal Credit Union, Endwell, NY  
Broome-Tioga B.O.C.E.S., Binghamton, NY  
Project Management Institute, Endicott, NY  
Lourdes Youth Services, Binghamton, NY  
Maines Paper & Food Service, Inc., Conklin, NY  
Pennsylvania State University, Great Valley Campus, PA  
IBM, Endicott, NY  
Vestal Central School District, Vestal, NY

Maine-Endwell Central School District, Endwell, NY  
Department of Social Services of Broome County, Binghamton, NY  
Robson Electric, Johnson City, NY  
Hilltop Retirement Home, Johnson City, NY  
Lockheed Martin Federal Systems, Inc., Owego, NY  
National Pipe and Plastic, Inc., Vestal, NY  
TVG, Inc., Fort Washington, PA  
Lourdes Hospital, Binghamton, NY  
State University of New York at Binghamton, Binghamton, NY  
Dr. Anthony Palumbo, DDS, Binghamton, NY  
Mothers & Babies Perinatal Network of South Central New York, Inc.  
Center for Leadership Studies, Binghamton, NY

### **HONORS AND AWARDS**

Women's Empowerment & Excellence Award, Division of Diversity, Equity and Inclusion at Binghamton University, 2018  
Corning Research Award, School of Management, 2010  
New York State Chancellor's Award for Excellence in Teaching, 2007  
School of Management Excellence in Teaching Award, 2006  
Excellence in Graduate Research Award, State University of New York at Binghamton, 1996  
Dissertation Year Fellowship, State University of New York at Binghamton, 1995 - 1996  
Marriott's Health Care Management 1991 Team Award for Excellence in Long Term Care