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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 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: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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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

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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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.lequa.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* (3rd 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* (1st 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), Laramee, 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).

Laramee, 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 satisfice 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).

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 22 Conference* (Presentation).

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 in organizations: A multilevel and complementary perspective. *Academy of Management Conference*, 82 (Presentation).

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).

Brimhall, K. C., Tsai, C.-Y., Eckardt, R., Dionne, S. D., & Yang, B. (2022). How do leaders reduce medical errors? Inclusion, trust, and psychological safety. *Academy of Management Conference*, 82, HCM Division.

Marshall, J. D., MacLaren, N. G., Yammarino, F. J., Sayama, H., Dong, Y., Cao, S., Cao, Y., Dionne, S. D., Mumford, M. D., Connelly, S., Martin, R. W., Standish, C. J., Newbold, T. R., England, S., & Ruark, G. (2021). Assessing group dynamics via audio analysis. *Southern Management Association Conference* (Presentation).

Marshall, J. D., Tsai, C.-Y., Yammarino, F. J., Dionne, S. D., & Eckardt, R. (2021). Machiavellianism: Could a new operationalization spark a new conversation? *Southern Management Association Conference* (Presentation).

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). Leaders as interrupters: An examination of

simultaneous speech in informal groups. *Academy of Management Conference*, 81 (Presentation).

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).

Todd, E.M., Martin, R.W., England, S., Standish, C.J., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G. (2021). The importance of planning for collective leadership. *Society for Industrial & Organizational Psychology Conference*, 36 (Presentation).

Martin, R.W., Standish, C.J., England, S., Newbold, T., 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). Collective leadership: The manifestation of leader and collective performance over time. *Society for Industrial & Organizational Psychology Conference*, 36 (Presentation).

England, S., Martin, R.W., Standish, C.J., Newbold, T., 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). Planning and collective leadership: Performance on a business simulation. *Society for Industrial & Organizational Psychology Conference*, 36 (Presentation).

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).

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. (2020). Leader identification through networks of conversational interruptions. *Conference on Complex Systems: CCS2020*. Preprint: <https://psyarxiv.com/m8y5n/>

Martin, R., Todd, E.M., Standish, C., England, S., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2020). Performance on a military simulation: Integrating models of collective leadership and

planning. *Society for Industrial and Organizational Psychology Conference, 35* (Presentation/Poster).

Standish, C., Martin, R., Todd, E. M., England, S., Newbold, T., Mumford, M.D., Connally, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2020). The influence of environmental ambiguity, volatility, and risk on collective processes and performance. *Society for Industrial and Organizational Psychology Conference, 35* (Presentation/Poster).

MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connally, S., Martin, R.W., Standish, C.J., Newbold, T., England, S., Marshall, J., Cao, Y., Dong, Y., Cao, S., & Ruark, G.A. (2020). Interruption networks as a model of small group sociometric structure. *NERCCS 2020: Northeast Regional Conference on Complex Systems* (Presentation/Poster).

Tsai, C.-Y., Marshall, J. D., Eckardt, R., Maupin, C., Serban A., Dionne, S. D., Jung, M. F., & Hou, Y. T.-Y. (2020). Robots in knowledge intensive organizations: A complementary and human capital resource emergence integrated perspective. *Academy of Management Conference, 80*, Symposium: *When teams consist of more than humans: On teaming up with robots and AI in workplaces*, OB/MOC/OCIS Divisions (Presentation).

Choudhury, A., Zhu, Y., Wang, Y., Marshall, J. D., Tsai, C.-Y., & Dionne, S. D. (2020). Effect of individualized leadership on creative performance: A dual-stage moderated mediation approach. *Southern Management Association Conference* (Presentation).

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Guo, J., Dionne, S. D., & Tsai, C. Y. (2019). Ineffective leadership: Intentionality and attribution to explain unintended hostility. *Academy of Management Conference, 79* (Presentation), OB Division.

Cao, Y., Dong, Y., Kim, M., McLaren, N.G., Kulkarni, A., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2019). Examining the effects of expertise diversity on collective design and innovation using an online social network experiment and “idea geography” visualization: An initial report. *NetSci 2019 Conference* (Presentation).

Martin, R.W., Todd, E.M., Standish, C.J., Mulhearn, T.J., Mumford, M.D., Connelly, S., McLaren, N.G., Kulkarni, A., Cao, Y., Yammarino, F.J., Dionne, S.D., & Sayama, H. (2019). Network communication as a predictor for collective leadership. *Society for Industrial and Organizational Psychology Conference* (Presentation).

MacLaren, N.G., Kulkarni, A., Cao, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., Martin, R.W., Todd, E.M., Standish, C.J., Mulhearn, T.J., Mumford, M.D., & Connelly, S. (2019). Speaking time and leader emergence in initially leaderless groups. *Society for Industrial and Organizational Psychology Conference* (Presentation).

Todd, E.M., Martin, R.W., Standish, C.J., Mulhearn, T.J., Connelly, S., Mumford, M.D., Kulkarni, A., MacLaren, N.G., Cao, Y., Yammarino, F.J., Dionne, S.D., & Sayama, H. (2019). Planning as a predictor of effective collective leadership. *Society for Industrial and Organizational Psychology Conference* (Presentation).

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Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S., McLaren, N.G., Mulhearn, T.J., Cao, Y., Kulkarni, A., Martin, R., Todd, E., & Standish, C.J. (2018). Collective planning in military organizations: Initial findings. *Society for Organizational Behavior Conference* (Presentation).

Sayama, H., Dionne, S.D., Yammarino, F.J., Cao, Y., Kim, M., McLaren, N.G., & Kulkarni, A. (2018). Effects of organizational network structure and task-related diversity on collective design and innovation: An agent-based modeling study. *ACM (Association for Computing Machinery) Conference on Computer and Communications Security (CCS)*, September, Thessaloniki (Presentation).

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Dionne, S. D. (2018). Culture and Leadership. *Taiwanese Association of Industrial and Organizational Psychology*, 1, May 19-20, Taipei, Taiwan (Conference Keynote Address).

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MacLaren, N.G., Cao, Y., Kulkarni, A., Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S., Mulhearn, T.J., Martin, R., Todd, E., & Bosco, F.A. (2018). Agent-based model parameter estimation and variable reduction using metaBUS: An application to a collective leadership model. *NERCCS: Northeast Regional Conference on Complex Systems* (Poster Presentation and Proceedings, 139-146).

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Cheong, M., Yammarino, F.J., Dionne, S.D., & Spain, S.M. (2017). A comprehensive framework for examination of effectiveness of empowering leadership. *Academy of Management Conference*, 77, (Presentation).

Wang, A., Tsai, C., Dionne, S.D., Spain, S.M., Yammarino, F.J., Cheng, B., & Lin, Y. (2016). Firm yet caring: Examining the curvilinear effect of paternalistic leadership on performance. *Academy of Management Conference*, 76, (Presentation).

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Hao, C., Dionne, S.D., Serban, A., Sotak, K.L., Tsai, C.Y., & Gupta, A. (2015). Levels of analysis in social network research: A state-of-the-science review. *Academy of Management Conference*, 75, (Presentation).

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Coevolution in Adaptive Networks (Presentation); and in *Proceedings of the 5th International ICST Conference on Bio-Inspired Models of Network, Information, and Computing Systems (BIONETICS 2010 -- Boston, MA, December 1-3, 2010)*, Jun Suzuki and Tadashi Nakano, eds., LNICST 87, pp.155–162, 2012. Springer. DOI: 10.1007/978-3-642-32615-8_18.

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INVITED LECTURES/PANELIST

Eckardt, R., Maupin, C., McLaren, 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