

Terri A. Scandura

Department of Management
Miami Business School
5250 University Drive
University of Miami
Coral Gables, FL 33146
(305) 284-3746
scandura@miami.edu

Current Academic Rank:	Professor with Tenure
Primary Department:	Management
Secondary or Joint Appointments:	
Citizenship:	U.S.A.

HIGHER EDUCATION

University of Cincinnati	Ph.D.	1988
Major: Organizational Behavior		
Minors: Research Methods, Social Psychology		
Dissertation Title: Beyond the Dyad: Interdependence in Management Networks		

University of Cincinnati	B.B.A.	1982
(Summa Cum Laude)		
Majors: Marketing, Management		

EXPERIENCE

Academic:

University of Miami

Warren C. Johnson Professor of Management Miami Business School	6/18 – present
Professor of Management with Tenure Miami Business School	6/98 - present
Dean of the Graduate School University of Miami	6/07 – 6/12
Associate Professor of Management with Tenure Miami Business School	6/93-5/98

EXPERIENCE, continued

Assistant Professor of Management School of Business Administration	6/90-5/93
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University of Kentucky

Assistant Professor of Management College of Business and Economics	8/88-6/90
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University of Cincinnati

AACSB Doctoral Fellow College of Business Administration	6/87-6/88
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Research Assistant Department of Management	9/82-6/87
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Instructor Evening College	9/82-6/87
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Visiting Scholar/Research Associate:**Hong Kong University of Science and Technology**

Visiting Professor of Management Department of Management of Organizations	2000
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Monash University, Melbourne Australia

Visiting Scholar Department of Management	1999
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Nagoya University, Japan

Research Associate Department of Educational Psychology	1985
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Non-Academic:

U.S. Environmental Protection Agency Data Processing Assistant	6/80-9/82
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Military:

None

PUBLICATIONS

Refereed Journal Articles:

Lee, K., Makri, M., & Scandura, T. (2018). The effect of psychological ownership on corporate entrepreneurship: Comparisons between family and nonfamily top management team members. Family Business Review, DOI: 0894486518785847.

Ford, L. R. & Scandura, T. A. (2018). Construct validity threat typology: A typology of threats to construct validity in item generation. American Journal of Management, 18(2).

Lee, K., Sharif, M., Scandura, T., & Kim, J. (2017). Procedural justice as a moderator of the relationship between organizational change intensity and commitment to organizational change. Journal of Organizational Change Management, 30(4), 501-524.

Gumusluoglu, L., Karakitapoğlu-Aygün, Z. & Scandura, T. A. (2017). Benevolent Leadership and Innovative Behavior in R&D Contexts: A Social Identity Approach. Journal of Leadership & Organizational Studies, 24(4), 479-493.

Scandura, T. A. (2017). Appreciative Inquiry: An experiential exercise and course feedback tool. Management Teaching Review, 2(2), 141-150.

Lee, K., Sharif, M. M., Scandura, T. A., & Kim, J. Procedural justice as a moderator of the relationship between organizational change intensity and commitment to organizational change. Journal of Organizational Change Management, 30(4), 501-524.

Williams, E. A., Scandura, T. A., Pissaris, S., Woods, J. M. (2016). Justice perceptions, leader-member exchange, and upward influence tactics, Leadership & Organization Development Journal, 37(7), 1000 - 1015 .

Randolph-Seng, B., C. C. Coglisier, Randolph, A. F., Scandura, T. A., Miller, C.D., & Smith-Genthôs, R. (2016). Diversity in leadership: Race in leader-member exchanges. Leadership & Organization Development Journal , 37(6), 750-773.

Cooper, C. D. & Scandura, T. A. (2015). Getting to “Fair”: Justice interactions as identity negotiation. Journal of Leadership & Organizational Studies, 22(4), 418-432

Lee, K., Scandura, T. A. & Sharif, M. M. (2014). Cultures have consequences: A configural approach to leadership across two cultures. The Leadership Quarterly, 25, 692-710.

Sharif, M. M., & Scandura, T. A. (2014). Do Perceptions of Ethical Conduct Matter During Organizational Change? Ethical Leadership and Employee Involvement. Journal of Business Ethics, 124(2), 185-196.

Hu, C., Pellegrini, E. K., & Scandura, T. A. (2011). Measurement invariance in mentoring research: A cross-cultural examination across Taiwan and the U.S. Journal of Vocational Behavior, 78, 274-282.

Pellegrini, E. K., Scandura, T. A. & Jayaraman, V. (2010). Cross-cultural generalizability of paternalistic leadership: An empirical investigation, Group & Organization Management, 35, 391-420.

- Makri, M. & Scandura, T. A. (2010). Exploring the effects of adaptive and expansive CEO leadership on innovation in high-technology firms. The Leadership Quarterly, 21, 75-88.
- Cogliser, C. C., Schriesheim, C. A., Scandura, T. A. & Gardner, W. L. (2009). Balance in leader and follower perceptions of Leader-member Exchange: Relationships with performance and work attitudes. The Leadership Quarterly, 20, 452-465.
- Schriesheim, C. A., Wu, J. & Scandura, T. A. (2009). A meso measure? Examination of the levels of analysis of the multifactor leadership questionnaire (MLQ). The Leadership Quarterly, 20, 604-616.
- Williams, E. A., Scandura, T. A. & Gavin, M. (2009). Understanding team-level career mentoring by leaders and its effects on individual team-source learning: The effects of intra-group processes. Human Relations, 62, 1635-1666.
- Scandura, T. A. & Pellegrini, E. K. (2008). Trust and leader-member exchange: A closer look at relational vulnerability. Journal of Leadership and Organization Studies, 15, 101-100.
- Pellegrini, E. K. & Scandura, T. A. (2008). Paternalistic Leadership: A review and agenda for future research. Journal of Management, 34, 566-593.
- Mezias, J. & Scandura, T. A. (2005). A needs-driven approach to expatriate adjustment and career development: A multiple mentoring perspective. Journal of International Business Studies, 36, 519-538.
- Pellegrini, E. K. & Scandura, T. A. (2005). Leader-member exchange (LMX), paternalism and delegation in the Turkish Business Culture: An empirical investigation. Journal of International Business Studies, 37, 264-279.
- Cooper, C. D., Scandura, T. A., & Schriesheim, C. A. (2005). Looking forward but learning from our past: Potential challenges to developing authentic leadership theory and authentic leaders. The Leadership Quarterly, 16, 475-493.
- Germain, M. L. & Scandura, T. A. (2005). Grade inflation and student individual differences as systematic bias in faculty evaluations. Journal of Instructional Psychology, 32, 58-67.
- Pellegrini, E. K. & Scandura, T. A. (2005). Construct equivalence across groups: An unexplored issue in mentoring research. Educational & Psychological Measurement, 37, 264-279.
- Scandura, T. A. & Dorfman, P. (2004). Leadership in an international and cross-cultural context. The Leadership Quarterly, 15, 277-307.
- Scandura, T. A. & Williams, E. A. (2004). Mentoring and transformational leadership: The role of supervisory career mentoring. Journal of Vocational Behavior, 65, 448-468.
- Williams, E. A. & Scandura, T. A. (2004). An examination of research methods in organizational studies. Revue Sciences de Gestion (Management Sciences), 40, 55-84.
- Hurley, A. E., Wally, S., Scandura, T. A. & Sonnenfeld, J. A. (2003). Late entrants into an internal labor market: Tournament mobility and the blank slate effect. Personnel Review, 32, 133-150.

Lankau, M. J. & Scandura, T. A. (2002). Mentoring and personal learning: Content, antecedents and outcomes. Academy of Management Journal, 45, 779-790.

Hamilton, B. A. & Scandura, T. A. (2002). E-Mentoring: Implications for organizational learning and development in a wired world. Organizational Dynamics, 111, 1-15.

Tejeda, M. J., Scandura, T. A., & Pillai, R. (2001). The MLQ revisited: Psychometric properties and recommendations. The Leadership Quarterly, 12, 31-52.

Scandura, T. A. & Williams, E. A. (2001). The initiation of mentoring relationships: The effects of gender on protégé perceptions on mentoring. Journal of Vocational Behavior, 59, 342-363.

Scandura, T. A. & Williams, E. A. (2000). Research methodology in management: Current practices, trends, and implications for future research. Academy of Management Journal, 43, 1248-1264.

Scandura, T. A., Doerr, K. H. & Tejeda, M. J. (2000). Employee attitudes toward organizational change: The implementation of total quality management. Advances in Quality Management, 5, 71-94.

Baugh, S. G. & Scandura, T. A. (2000). The effect of multiple mentors on protégé attitudes toward the work setting. Journal of Social Behavior and Personality, 4, 503-521.

Uhl-Bien, M., Graen, G. B. & Scandura, T. A. (2000). Implications of Leader-member exchange (LMX) for strategic human resources management systems: Relationships as social capital for competitive advantage. Research in Personnel and Human Resource Management, 18, 137-185.

Scandura, T. A. (1999). Rethinking Leader-member exchange: An organizational justice perspective. The Leadership Quarterly, 10, 25-40.

Reprinted in: J. L. Pierce and J. W. Newstrom, Leaders and the leadership process, NY: McGraw-Hill/Irwin.

Ragins, B. R. & Scandura, T. A. (1999). Burden or blessing: Expected costs and benefits of being a mentor. Journal of Organizational Behavior, 20, 493-509.

Pillai, R., Scandura, T. A. & Williams, E. A. (1999). Leadership and organizational justice: Similarities and differences across cultures. Journal of International Business Studies, 30, 763-779.

Schriesheim, C. A. Coglisier, C. C., Scandura, T. A., Lankau, M. J. & Powers, K. J. (1999). An empirical comparison of approaches for quantitatively assessing the content adequacy of paper-and-pencil measurement instruments. Organizational Research Methods, 2, 140-156.

Scandura, T. A. (1998). Dysfunctional mentoring relationships and outcomes. Journal of Management, 24, 449-467. Included in Journal of Management Special Collection on Mentoring: (<http://jom.sagepub.com/cgi/collection/mentoring>).

Schriesheim, C. A., Neider, L. L. & Scandura, T. A. (1998). Delegation and Leader-Member Exchange (LMX): Main effects, moderators, and measurement issues. Academy of Management Journal, 41, 298-318.

Scandura, T. A. (1997). Mentoring and organizational justice: An empirical examination. Journal of Vocational Behavior, 51, 58-69.

Scandura, T. A. & Von Glinow, M. A. (1997) Development of the international manager: The role of mentoring. Business and the Contemporary World, 9, 95-115.

Scandura, T. A. & Lankau, M. J. (1997). Relationships of gender, family responsibilities and flexible work hours to organizational commitment and job satisfaction. Journal of Organizational Behavior 18, 377-391.

Ragins, B. R. & Scandura, T. A. (1997) The way we were: Gender and the termination of mentoring relationships. Journal of Applied Psychology, 82(6), 945-953.

Hurley, A. E., Scandura, T. A., Brannick, M. T., Schriesheim, C. A., Seers, A., Vandenberg, R. S., & Williams, L. J. (1997). Exploratory and confirmatory factor analysis: Guidelines, issues and alternatives. Journal of Organizational Behavior, 18, 667-683.

Baugh, S. G., Lankau, M. J. & Scandura, T. A. (1996). An investigation of the effects of protégé gender on responses to mentoring. Journal of Vocational Behavior, 49, 309-323.

Scandura, T. A. & Lankau, M. J. (1996). Developing diverse leaders: A leader-member exchange approach. The Leadership Quarterly, 7, 243-263.

Scandura, T. A., Tejada, M. J., Werther, W. B., & Lankau, M. J. (1996). Perspectives on mentoring. Leadership and Organization Development Journal, 17, 50-56.

Lankau, M. J. & Scandura, T. A. (1996). An examination of job attitudes of white, black, and Hispanic nurses in a public hospital. International Journal of Public Administration, 19, 377-398.

Ragins, B. R. & Scandura, T. A. (1995) Antecedents and correlates of sexual harassment: A test of competing hypotheses. Sex Roles, 32, 429-455.

Scandura, T. A., Tejada, M. J. & Lankau, M. J. (1995). An examination of the validity of the sex-role egalitarianism scale (SRES-KK) using Confirmatory Factor Analysis procedures. Educational & Psychological Measurement, 55, 832-840.

Scandura, T. A. & Schriesheim, C. A. (1994). Leader-member exchange (LMX) and Supervisor Career Mentoring (SCM) as complementary concepts in leadership research. Academy of Management Journal, 37, 1588-1602.

Ragins, B. R. & Scandura, T. A. (1994). Gender differences in expected outcomes of mentoring relationships. Academy of Management Journal, 37, 957-971.

Johnson, N. B. & Scandura, T. A. (1994). Personal and situational influences on male/female wages and wage differentials. Industrial Relations, 33, 263-274.

- Scandura, T. A. & Ragins, B. R. (1993). The effects of sex and gender role orientation on mentoring in male-dominated occupations. Journal of Vocational Behavior, 43, 251-265.
- Scandura, T. A. & Viator, R. (1993). The effects of protégé gender on mentoring and employee turnover intentions in public accounting. Accounting Organizations and Society, 19, 717-734.
- Schriesheim, C. A., Powers, K. J., Scandura, T. A., Gardiner, C. C., & Lankau, M. J. (1993). Construct measurement in management research: Current practices, recommendations, and an approach for the assessment of theoretical content adequacy. Journal of Management, 19, 385-417.
- Gassenheimer, J. B. & Scandura, T. A. (1993). External and internal supplier influences: Buyer perceptions of channel outcomes. Journal of the Academy of Marketing Science, 21, 155-161.
- Scandura, T. A. (1992). Mentorship and career mobility: An empirical test. Journal of Organizational Behavior, 13, 169-174.
- Schriesheim, C. A., Neider, L.L., Scandura, T. A. & Tepper, B. (1992). Development and preliminary validation of a short measure of leader-member exchange in organizations. Educational and Psychological Measurement, 52, 135-147.
- Schriesheim, C. A., Scandura, T. A., Eisenbach, R. J., & Neider, L. L. (1992). Validation of a new Leader-Member Exchange scale (LMX-6) using hierarchically-nested maximum likelihood confirmatory factor analysis. Educational and Psychological Measurement, 52, 983-992.
- Viator, R. & Scandura, T. A. (1991). A study of mentoring in large public accounting firms. Accounting Horizons, 5(3), 20-30.
- Graen, G. B. & Scandura, T. A. (1987). Toward a psychology of dyadic organizing. In: B. Staw and L.L. Cummings (Eds.), Research in Organizational Behavior, 9, Greenwich, CT: JAI Press, 175-208.
- Graen, G. B. & Scandura, T. A. (1986). A theory of dyadic career reality. In: G. Ferris & K. Rowland (Eds.), Research in Personnel and Human Resource Management, Greenwich, CT: JAI Press, 4, 147-181.
- Reprinted in: Ferris, G.R. & Rowland, K.M. (1990). Career and Human Resources Development. Greenwich, CT: JAI Press, 1-35.
- Scandura, T. A., Graen, G. B. & Novak, M. A. (1986). When managers decide not to decide autocratically: An investigation of leader-member exchange and decision influence in managerial dyads. Journal of Applied Psychology, 71, 484-491.
- Basadur, M., Graen, G. B. & Scandura, T. A. (1986). Effects of training on attitudes toward divergent thinking among manufacturing engineers. Journal of Applied Psychology, 71, 612-617.
- Graen, G. B., Scandura, T. A. & Graen, M. R. (1986). A field experimental test of the moderating effects of growth need strength on productivity. Journal of Applied Psychology, 71, 484-491.

Scandura, T. A. & Graen, G. B. (1984). The moderating effects of initial leader-member exchange status on the effects of a leadership intervention. Journal of Applied Psychology, 69, 428-436.

Refereed Works Accepted for Publication:

Karakitapoğlu-Aygün, Z., Gumusluoglu, L., & Scandura, T. A. (2019) How do different faces of paternalistic leaders facilitate or impair task and innovative performance: Opening the black box. Journal of Leadership & Organizational Studies (in press).

Manuscripts Under Review/Under Revision/Works in Process:

Sharif, M. M. & Scandura, T. A. Between two worlds: Social identity and acculturation in Leader-member exchange (in revision for journal submission).

Goldberg, C., Zhang, L., Scandura, T. A. & McKay, P. M. An investigation of early LMX, agreement, P-O Fit and Perceived Organizational Support (in revision for journal submission).

Books Published:

Scandura, T. A. (2019). Essentials of Organizational Behavior: An evidence-based approach, 2nd Ed. Thousand Oaks, CA: SAGE Publications.

Scandura, T. A. (2016). Essentials of Organizational Behavior: An evidence-based approach. Thousand Oaks, CA: SAGE Publications.

Scandura, T. A. & Gower, K. (in press). Essentials of Management: An evidence-based approach. Under contract. Thousand Oaks, CA: SAGE Publications.

Edited Book Published:

Scandura, T. A. & Mourino-Ruiz, E.D. (2017). Leading diversity in the 21st century. Charlotte, N.C.: Information Age Publishing.

Scandura, T. A. & Serapio, M. (Eds.) (1998). Research in International Business and Intercultural Relations Vol. 7. Greenwich, CT: JAI Press.

Book Reviews:

Scandura, T. A. & Williams, E. A. (1998). Review of Women and Leadership by K. Klenke. The Leadership Quarterly, 9,229-233.

Scandura, T. A. (1995). Review of Gentile, M.C., Differences That Work. In: Organizational Dynamics, Summer, 88-89.

Schriesheim, C. A., Scandura, T. A., Lankau, M. J. & Gardiner, C. C. (1993). Review of Bass, B.M., Bass & Stogdill's handbook of leadership: Theory research, & managerial applications, 3rd ed. The Leadership Quarterly, 4, 103-113.

Scandura, T. A. (1992). Review of Beyond the myths and magic of mentoring. Human Resource Planning, 14(4), 314-315.

Scandura, T. A. (1987). Where east meets west: The yin and yang of current Japanese and U.S. perspectives on leadership. Book review essay for Contemporary Psychology, 32, 262-265.

Other Works, Publications and Abstracts:

Book Chapters:

Scandura, T. A. (2019). Negotiation Strategies. In: C. M. Rennson & A. Bonami (Eds.), Women Leading Change in Academia: Breaking the Glass Ceiling, Class Cliff, and Glass Slipper. San Diego, CA: Cognella.

Scandura, T. A. & Sharif, M. M. (2016). Gratitude as a broaden-and-build emotion at work. In: Stone, D. L. & Dulebohn, J. H. (Eds.), Research in Human Resource Management, 1, Charlotte, NC: Information Age Publishing.

Sharif, M. M. & Scandura, T. A. (2014). Moral identity: Linking ethical leadership to follower decision making. In: Neider, L. L. & Schriesheim, C. A., Advances in Authentic and Ethical Leadership, Research in Management, 10, Greenwich, CT: Information Age Publishing.

Scandura, T. A., & Sharif, M. M. (2013). Team Leadership in the Chilean Mine. In: C. M. Giannantonio and A. Hurley (Eds.), Extreme Leadership: Leaders, teams and situations outside the norm. Cheltenham, UK: Edward Elgar.

Cooper, C. D. & Scandura, T. A. (2012). Was I Unfair? Antecedents and consequences of managerial perspective taking in a predicament of injustice. In: C. A. Schriesheim and L. L. Neider (Eds.), Perspectives on Trust and Justice, Research in Management, 9, Greenwich, CT: Information Age Publishing.

Scandura, T. A. & Pellegrini, E. K. (2007). Workplace mentoring: Theoretical approaches and methodological issues. In: L. Eby and T. Allen (Eds.), The Blackwell handbook of mentoring, Oxford, U.K.: Blackwell.

Lankau, M. J. & Scandura, T. A. (2007). Mentoring as a forum for personal learning in organizations. In: K. E. Kram & B. R. Ragins (Eds.), The handbook of mentoring, Thousand Oaks, CA: Sage.

Germain, M. L. & Scandura, T. A. (2005). Mentoring and identity development: The role of self-determination. In: R. J. Burke & M. C. Mattis, Supporting women's career advancement: Challenges and opportunities. Cheltenham, UK: Edward Elgar. pp. 106-123.

Scandura, T. A. & Pellegrini, E. K. (2004). Competencies in building the developmental relationship. In: D. Clutterback and G. Lane, The situational mentor. Oxon U.K.: Gower Publishing.

Williams, E. A. & Scandura, T. A. (2004). Leader-member exchange at the team level: Leader team exchange (LTX). In Neider, L. L. & Schriesheim, C. A. Research in Management, Vol. 4, Greenwich, CT: Information Age Publishing.

Scandura, T. A. & Russell, M. (2004). Mentoring. In: The encyclopedia of leadership, Great Barrington, MA: Berkshire Publishing.

Cogliser, C. C. & Scandura, T. A. (2003). Waterfalls, snowballs, brick walls, and scuzzballs: Does Leader-Member Exchange up the line influence leader development? In: S. E. Murphy & R. E. Riggio (Eds.), The future of leadership development. Mahwah, NJ: Lawrence Erlbaum Associates.

Scandura, T. A. (2002). The establishment years: A dependence perspective. In: D. Feldman (Ed.) and N. Schmitt (Series Ed.), Work careers: A developmental perspective. SIOP Frontiers in Industrial/ Organizational Psychology. NY: Jossey-Bass. pp. 159-185.

Scandura, T. A. & Pellegrini, E. K. (2002). Competencies of building the developmental relationship. In: D. Clutterback (Ed.), Mentoring. London: Gower Publishing.

Scandura, T. A. & Williams, E. A. (2002). Leadership in the context of psychological contract breach. In: L.L. Neider & C.A. Schriesheim (Eds.), Leadership. Greenwich, CT: Information Age Publishing. pp. 171-199.

Scandura, T. A. & Baugh, S. G. (2001). Mentoring and Developmental Relationships In: R. Burke & D. Nelson (Eds.). Advancing women in corporate management. Oxford, UK: Blackwell. pp. 161-173.

Scandura, T. A. & Williams, E. A. (2001). Formal mentoring: The promise and the precipice. In: Cooper, C. & R. Burke, (Eds.) The new world of work: Challenges and opportunities. Oxford, UK: Blackwell, pp. 241-257.

Scandura, T. A. & Hamilton, B. A. (2000). Enhancing performance through mentoring. In: S. Sonnentag (Ed.), The psychological management of individual performance: A handbook in the psychology of management in organizations. Chichester: Wiley.

Scandura, T. A. (1996). The upward mobility of women in organizations: Directions for future research. Women and Work: A Handbook . P.J. Dubeck and K. Borman (Eds.). NY: Garland Publishing, Inc. pp. 361-364.

Booth, R. & Scandura, T. A. 1996. Male-female communication in the workplace: Invisible barriers to upward mobility. Women and Work: A Handbook. P.J. Dubeck & K. Borman (Eds.). NY: Garland Publishing, Inc. pp. 309-312.

Scandura, T. A. (1996). The upward mobility of women in organizations: Directions for future research. Women and Work: A Handbook . P.J. Dubeck and K. Borman (Eds.). NY: Garland Publishing, Inc. pp. 361-364.

Lowe, K. B., Scandura, T. A. & Von Glinow, M. A. (1996). Technical literacy and the knowledge imperative. Handbook of Technology Management, G. Gaynor (Ed.) NY McGraw-Hill. pp. 20.1-20.18.

Scandura, T. A. & Banerji, K. (1993). A tale of two industries: Japanese direct investment in the chemical processing and automobile ancillary industries in the U.S. Research in International Business and Intercultural Relations, 5, 33-50. Greenwich, CT: JAI Press.

Other Nonrefereed Works:

Scandura, T. A. (1994). Women can shatter job barriers. USA Today, 68-69.

Scandura, T.A. (1992). Breaking the Glass Ceiling in the 1990s. Technical Report. Women's Bureau, U.S. Department of Labor.

Scandura, T.A. (1992). Mentoring - The key to career success. Issues Paper, American Woman's Society of Certified Public Accountants.

PROFESSIONAL

Funded Research Performed:

- 2013 Provost Research Award, \$17,000
- 2011 Arsht Ethics and Community Research Grant, "Ethical leadership and job gratitude" (with M. M. Sharif). \$13,500
- 2010 CIBER Mini Research Grant, "Cross-cultural leadership and change" (with M. M. Sharif). \$5,000
- 2010 CIBER Mini Research Grant, "Mentoring and expatriates" (with J. Mezias). \$5,000
- 2010 JAELI Leadership Research Award, "Leadership and Organizational Change". \$3,900
- 2000 Hong Kong University of Science and Technology, RGDAG/Grant-OCGA, "The role of mentoring in expatriate adjustment"
- 1999 University Research Council General Research Support Award, "International Assignments"
- 1994 University Research Council General Research Support Award, "Formal/Informal Mentoring"
- 1994 James W. McLamore Summer Research Award, University of Miami
- 1993 Motorola Challenge Curriculum Development Grant Team Leader
- 1992 James W. McLamore Summer Research Award, University of Miami
- 1991 U.S. Department of Labor, Washington, D.C. Women's Bureau. Principal Investigator
- 1991 Max Orovitz Summer Research Award, University of Miami

- 1991 American Wornen's Society of Certified Public Accountants
- 1990 Ashland Oil Foundation Research Grant, Lexington, KY
- 1990 Mayor's Office, Fayette County Urban County Government, Lexington, KY
- 1990 Mountain Association for Community Economic Development, Berea, KY.
- 1989 American Institute of Certified Public Accountants,
- 1989 Research Committee Grant, University of Kentucky, Lexington, KY.
- 1988 American Assembly of Collegiate Schools of Business (AACSB) Dissertation Fellowship.
- 1988 University Dean's Distinguished Dissertation Fellowship, University of Cincinnati
- 1988 Kelley Siddall Doctoral Research Fellowship, University of Cincinnati

Training Grant (The Graduate School)

- 2008-2012 Southeast Alliance, National Science Foundation, Underrepresented minorities in the Social, Behavioral and Economic Sciences, Principal Investigator

Editorial Responsibilities:

- Editorial Board: Oxford Bibliographies in Management, 2014-2016.
- Associate Editor: Organizational Research Methods, 2007-2013
- Associate Editor: Journal of Management, 2005-2008
- Departmental Editor: Journal of International Business Studies, 2002-2007
- Associate Editor: Group & Organization Management, 2002-2006
- Co-Editor: International Journal of Applied Quality Management, 1997-1999
- Guest Editor: Leadership and Organizational Development "Mentoring", 1997

Elected Positions:

- Executive Committee, Research Methods Division, Academy of Management
- Division Chair, Research Methods Division, Academy of Management
- Executive Committee, Careers Division
- Board of Governors, Southern Management Association
- Program Chair and President, Southern Management Association

Appointed Positions:

Ethics Committee, Southern Management Association, Chair, 2015-2017
Journal of Management Editor Search Committee, 2002, 2010 & 2016
Marketing Committee, Southern Management Association
Best Paper Award Committee, Southern Management Association
Best Dissertation Award Committee, Gender, Diversity and Organizations Division,
Academy of Management

Editorial Boards Served On:

Academy of Management Journal
Journal of Business and Management
Journal of International Business Studies
Group and Organization Management (current)
Journal of Management
Journal of Vocational Behavior
Organizational Research Methods
Oxford Bibliographies in Management
The Leadership Quarterly (current)

Ad Hoc Reviewer:

Administrative Science Quarterly
Academy of Management Executive
Academy of Management Journal
Academy of Management Review
IEEE Transactions on Engineering Management
Journal of Applied Psychology
Journal of Occupational Psychology
Human Resources Development Review
Journal of Organizational Behavior
Journal of Social Behavior and Personality
Management Communication Quarterly
Organizational Behavior and Human Decision Processes
Organization Science
Personnel Psychology
Psychological Bulletin

Reviewer for Professional Association meetings:

Academy of Management meetings
Society for Industrial & Organizational Psychology
Southern Management Association meetings

Coordinator:

Research Methods workshops, Southern Management Association
Doctoral Consortium, Southern Management Association
Careers Division Best Regional Paper Award, Academy of Management

Participation in Professional Meeting Special Sessions:

Welcome session, Organizational Behavior Division, Academy of Management, 2016

Doctoral Consortium, Organizational Behavior Division, Academy of Management, 2016
Paper Development Workshop mentor, Southern Management Association, 2014-2015

Professional Organizations:

Fellow, American Psychological Association (Division 14)
Fellow, Society for Industrial & Organizational Psychology
Fellow, Southern Management Association
Invited Member, Society for Organizational Behavior
Member, Academy of Management
Member, Organizational Behavior Teaching Society

Honorary Organizations:

Iron Arrow, the Highest Honor Attainable at the University of Miami
Beta Gamma Sigma, Business Honorary Fraternity

Honors and Awards:

Research Methods Division Distinguished Career Award, 2018
J.G. Hunt Sustained Outstanding Service Award, Southern Management Association, 2018
Best Symposium Finalist, International Theme Committee, Academy of Management, 2016
Best Paper Award, Southern Management Association, Research Methods, 2005
Best Symposium Award, Careers Division, Academy of Management, 2003
Cason Hall Best Careers Paper Award, Southern Management Association, 2001
Best Paper Award, Human Resources Track, Southern Management Association, 2000
Best Paper Award, Organizational Behavior Track, Southern Management Association, 1998
Dean's Award for Excellence in Research, School of Business Administration,
1994, 1997 & 2005
University of Miami Dean's Award for Excellence in Mentorship, Graduate School,
University of Miami
Dorothy Harlow Best Paper Award, National Academy of Management meetings, 1994
Outstanding Graduate Student, University of Cincinnati
Outstanding Management Student, University of Cincinnati
Chamber of Commerce Business Scholarship, University of Cincinnati
U.S. Environmental Protection Agency Bronze Medal for Commendable Service
U.S. Environmental Protection Agency Special Achievement Award

Other Professional Activities (e.g., papers presented; conference proceedings, conference panel member, workshops etc.):

Scandura, T. A. (2018). Mentoring and networking in the academy. (2018). SMA Smart Talk. Presented at the Southern Management Association meetings, Lexington, KY.

Scandura, T. A. (2018). A Process Approach to LMX: Examining dynamics, differentiation, and social comparison, Symposium Discussant. Academy of Management meetings, Chicago, IL.

Scandura, T. A. (2018). OB research roundtables. Participant. Academy of Management meetings, Chicago, IL.

Scandura, T. A. (2018). Improving leadership research: Mentoring to develop proposals into high-quality publications. Panelist. Academy of Management meetings, Chicago, IL.

Scandura, T. A. (2018). Current developments in Leader-member exchange: A research incubator. Symposium Panelist, Academy of Management meetings, Chicago, IL.

Gumusluoglu, L., Karakitapoğlu-Aygün, Z. & Scandura, T. A. (2018). How do paternalistic leaders facilitate performance?: The mediating role of Psychological Capital. Paper presented at the Academy of Management meetings, Chicago, IL.

Scandura, T. A. (2017). Leading for diversity in the 21st century, Panelist. Southern Management Association meetings, St. Petersburg Beach, FL.

Scandura, T. A. (2017). Career Paths Symposium, Panelist. Southern Management Association meetings, St. Petersburg Beach, FL.

Scandura, T. A. (2017). Mentoring at the interface: From leadership research proposals to high quality publications. Panelist. Academy of Management meetings, Atlanta, GA.

Scandura, T. A. (2017). Organizational Behavior Division Research Networking. Facilitator. Academy of Management meetings, Atlanta, GA.

Sharif, M. & Scandura, T. A. (2017). A little give and take: The exchange of culture in Leader-Member Exchange. Paper presented at the Academy of Management meetings, Atlanta, GA.

Scandura, T. A. (2017). New directions in the study of leader behavior. Symposium presented at the Academy of Management meetings, Atlanta, GA.

Gumusluoglu, L., Karakitapoğlu-Aygün, Z. & Scandura, T. A. (2017). Benevolent leadership and innovative behavior in R&D contexts: A cross-level approach. Presented at the European Academy of Management (EURAM), Glasgow, Scotland.

Scandura, T. A. & Mourino-Ruiz (2017). Leading diversity in the 21st century. Symposium Organizer and Chair, Society for Industrial & Organizational Psychology meetings, Orlando, FL.

Scandura, T. A. (with Goldberg, Zhang, L., & McKay, P.) (2016). Should I stay or should I go? LMX agreement, person-organization fit, and perceived organizational support. Presented at the Society for Organizational Behavior meetings, University of Nebraska, Lincoln.

Participant, Organizational Behavior Doctoral Consortium (2016). Academy of Management meetings, Anaheim, CA.

Organizer, Factor analysis: Exploratory, confirmatory, and exploratory structural equation modeling. (2016). Professional Development Workshop. Presented at the Academy of Management meetings, Anaheim, CA.

Participant, Organizational Behavior Division Research Networking Forum, (2016). Academy of Management meetings, Anaheim, CA.

Gumusluoglu, L., Karakitapoglu-Aygun, Z. & Scandura, T. A. (2016). Benevolent leadership and innovative behavior in R&D contexts. Presented at the Academy of Management meetings, Anaheim, CA.

Scandura, T. A., Crotty, S. & Sharif, M. M. (2016). Leader-Member Exchange and Paternalism in the Arab World. Presented at the Academy of Management meetings, Anaheim, CA.

Organizer, Understanding Leader-Member Exchange in international contexts. (2016). Presented at the Academy of Management meetings, Anaheim, CA. Finalist, Best Symposium, International Theme Committee.

Sharif, M. M. & Scandura, T. A. (2016). Culture shock, talking the talk, and walking the walk: Acculturation and Leader-Member Exchange. Presented at the Western Academy of Management meetings, Portland, OR.

Scandura, T. A. (2015). Appreciative Inquiry: An experiential exercise and course feedback tool. Presented at the Southern Management Association meetings, St. Petersburg, FL.

Goldberg, C., Zhang, L., McKay, P. & Scandura, T. A. (2015). Predictors and consequences of initial LMX agreement. Presented at the Southern Management Association meetings, St. Petersburg, FL.

Scandura, T. A. (2015). Professional Development Institute: Construct Development, Presenter. Presented at the Southern Management Association meetings, St. Petersburg, FL.

Scandura, T. A. (2015). Super-villains of Academe: Surviving university politics, Fellows Session. Presented at the Southern Management Association meetings, St. Petersburg, FL.

Scandura, T. A. (2015). LMX research incubator, Moderator. Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. (2015). Developing high quality leadership research proposals through mentoring, Discussant, Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. (2015). Scale development and validation – A hands-on session, Presenter. Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. (2015). Scale development examples: OCB acceptance, entrepreneurship in retailing, and repatriate knowledge transfer, Chair. Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. (2015). The art and science of reviewing (and writing) survey research, Participant. Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. (2014). Ghosts of the past and of the future: Four relevant and key methodological issues. Session Chair. Presented at the Southern Management Association meetings, Savannah, GA.

Scandura, T. A. (2015). From classroom to corporate: The parallel between environments and resources that can help with the transition. American Consortium of Research Librarians (ACRL) Choice Webinar. March 31, 2015. <https://www.youtube.com/watch?v=OOYiPTooztQ>.

Scandura, T. A. & M. M. Sharif. (2014). Bottoms up! Reverse mentoring as an extension of the mentoring model in organizations. Presented at the Southern Management Association meetings, Savannah, GA.

Scandura, T. A. (2014). Scale development and validation: A practical guide. Panelist. Presented at the Academy of Management meetings, Philadelphia, PA.

Ford, L. & Scandura, T. A. (2014). Modification of measures: Threats to construct validity and recommendations for improving items. Presented at the Academy of Management meetings, Philadelphia, PA.

Lee, K. & Sharif, M. M. (2013). Cultures have consequences: A configural approach to leadership across two cultures. Presented at the Southern Management Association meetings, New Orleans, LA.

Scandura, T. A. Paper Development Workshop. Research Mentor. Southern Management Association meetings, New Orleans, LA.

Scandura, T. A. (2013). Measurement refinement in mentoring research. Panelist. Presented at the Southern Management Association meetings, New Orleans, LA.

Scandura, T. A. & Sharif, M. M. Ethical leadership and LMX: Construct redundancy in leadership research? Presented at the Academy of Management meetings, Orlando, FL.

Scandura, T. A. (2013). Forgotten diversity: Immigrant ethnic identity and agreement in leader-member relationships. Society of Organizational Behavior meetings. Pittsburgh, PA. (with Monica M. Sharif).

Scandura, T. A. (2013). Scale development and validation: A practical guide. Panelist. Presented at the Academy of Management meetings, Orlando, FL.

Scandura, T. A. (2013). LMX Research Incubator. Panelist. Presented at the Academy of Management conference, Orlando, FL.

Williams, E. A., Scandura, T. A., Woods, J. & Castro, S. (2013). Social exchange processes in positive and negative mentoring: Outcomes of deceptive protégé practices. Presented at the Academy of Management meetings, Orlando, FL.

Maynard-Patrick, S., Scandura, T. A. & Bishop, J. W. (2013). Paying it forward: Mentoring beyond the dyad. Presented at the Academy of Management meetings, Orlando, FL.

Lee, K., Sharif, M. M. & Scandura, T. A. (2013). Powerlessness, transparency, justice and interpersonal conflict during organizational change. Presented at the Society of Industrial and Organizational Psychology meetings, Houston, TX.

Scandura, T. A. (2012). Making a contribution: How to develop publishable research. Presented in the Doctoral Student Consortium, Southern Management Association meetings, Fort Lauderdale, FL.

Scandura, T. A. (2012). Dyadic organizing: A 25-year retrospective, Invited lecture, Presented for the Bass Leadership Lecture, SUNY-Binghamton, Binghamton, NY.

Scandura, T. A. (2012). Future directions for research on LMX as dyadic organizing. In All-Academy Showcase Symposium on “40 years of LMX research: Evolution, challenges, and future directions”. Presented at the Academy of Management meetings, Boston, MA.

Scandura, T.A., & Sharif, M.M. (2012). Team leadership in the Chilean mine. In Symposium: Going to Extremes: Leadership Lessons from Teams and Situations Outside the Norm. Presented at the Academy of Management meetings, Boston, Massachusetts.

Sharif, M.M., & Scandura, T.A. (2012). Ethical leadership and gratitude during organizational change. Presented at the Academy of Management meetings, Boston, Massachusetts.

Sharif, M. M. & Scandura, T. A. (2012). LMX Congruence: A Return to role theory. Presented at the Society of Industrial and Organizational Psychology meetings, San Diego, CA.

Sharif, M. M. & Scandura, T. A. (2012). Leader-Member Exchange: The power of fairness. Presented at the American Psychological Association meetings, Orlando, FL.

Scandura, T. A. (2011). Scale development and validation – A practical guide, panelist. Professional Development Workshop presented at the Academy of Management meetings, San Antonio, TX.

Scandura, T. A. (2011). Insights for publishing careers research in top journals, panelist. Professional Development Workshop presented at the Academy of Management meetings, San Antonio, TX.

Scandura, T. A. (2010). How to publish in Organizational Research Methods, panelist. Presented at the Academy of Management meetings, Montreal, Canada.

Mezias, J. & Scandura, T. A. (2010). Assessing the state of cross-cultural mentoring research. Presented at the Academy of Management meetings, Montreal, Canada.

Lee, K., Joshi, K., Kim, Y., Scandura, T. A. & Lee, J. (2010). Emotional intelligence and Leader-Member Exchange for creativity: Paradoxical relationships. Presented at the Academy of Management meetings, Montreal, Canada.

Scandura, T. A. & Sharif, M. M. (2010). Mentoring for the future: A “best practice” formal mentoring program. Presented at the Southern Management Association meetings, Clearwater Beach, FL.

Scandura, T. A. (2009). LMX beyond the dyad: Concepts and operationalizations. Panelist, Society of Industrial & Organizational Psychology meetings, New Orleans, LA.

Cooper, C. D. & Scandura, T. A. (2009). Getting to fair: Identity negotiation in justice interactions. Presented at the Society of Industrial & Organizational Psychology meetings, New Orleans, LA.

Scandura, T. A. (2008). What editors and reviewers are looking for in submitted manuscripts. Southern Management Association Doctoral Consortium, St. Petersburg, FL.

Scandura, T. A. & Williams, E. A. (2008). The questions we ask and the ways we answer them: The resurgence of experimental research. Presented at the Academy of Management meetings, Anaheim, CA.

Ford, L. & Scandura, T. A. (2007). Item generation as a threat to construct validity in organizational studies. Presented at the Southern Management Associations, Nashville, TN. (Proceedings)

Scandura, T. A. & Williams, E. A. (2007). Cross cultural perspectives on mentoring research. Presented at the Society of Industrial & Organizational Psychology meetings, New York, NY.

Cooper, C. D. & Scandura, T. A. (2007). Mirror, mirror on the wall: Justice interaction as identity negotiation. Presented at the Society of Industrial & Organizational Psychology meetings, New York, NY.

Scandura, T. A. (2007). The Achilles' heel of LMX: Reexamining the measurement-theory link. Panelist, Society of Industrial & Organizational Psychology meetings, New York, NY.

Scandura, T. A. (2007). The feminine leadership mystique: What we don't know and why we don't know it. Panelist, All-Academy Symposium. Presented at the Academy of Management meetings, Philadelphia, PA.

Scandura, T. A. (2007). Rigor and relevance in the review process. The craft of reviewing, panelist. Professional Development Workshop presented at the Academy of Management meetings, Philadelphia, PA.

Pellegrini, E. K. & Scandura, T. A. (2007). Paternalistic Leadership: A review and agenda for future research. Presented at the Academy of Management meetings, Philadelphia, PA.

Makri, M. & Scandura, T. A. (2007). Exploring the effects of expansive and operational CEO leadership on innovation in high-technology firms. Presented at the Academy of Management meetings, Philadelphia, PA.

Scandura, T. A. (2006). Item Generation and Construct Validity, panelist. Improving knowledge and action: A workshop on Survey Scale Development and Validation. Presented at the Southern Management Association meetings, Clearwater Beach, FL.

Scandura, T. A. (2006). Landing your first job. Presented at the Organizational Behavior Doctoral Student consortium, Academy of Management meetings, Clearwater Beach, FL.

Scandura, T. A. (2006). Journal of Management Research Development workshop, panelist, Presented at the Southern Management Association meetings, Clearwater Beach, FL.

Lankau, M. J. & Scandura, T. A. (2006). Understanding learning and development in mentoring relationships. Presented at the Academy of Management meetings, Atlanta, GA.

Pellegrini, E. K. & Scandura, T. A. (2006). Paternalistic leadership and LMX as complementary constructs: The case of Turkey and the U.S. Presented at the Academy of Management meetings, Atlanta, GA.

Cooper, C. D. & Scandura, T.A. (2006). Was I unfair? Antecedents and consequences of manager perspective taking in a predicament of injustice. Presented at the Academy of Management meetings, Atlanta, GA.

Scandura, T. A. (2006). Rigor and relevance in the review process, panelist. The Craft of Reviewing. Professional Development Workshop presented at the Academy of Management meetings, Atlanta, GA.

Scandura, T. A. (2006). Ethics in mentoring: Exploring dilemmas and tactics to deal strategically with duality, panelist. Professional Development Workshop presented at the Academy of Management meeting, Atlanta, GA.

Scandura, T. A. (2006) Item generation and construct validity: A workshop on survey scale development and validation, panelist. Professional Development Workshop presented at the Academy of Management meeting, Atlanta, GA.

Scandura, T. A. (2005). A needs-driven approach to mentoring for expatriates. Presented at the Academy of International Business meeting, Quebec, Canada.

Ford, L. & Scandura, T. A. (2005). Garbage-in, garbage-out: Item generation as a threat to construct validity” Presented at the Southern Management Association meeting, Charleston, S.C. Best Paper in Track Award, Research Methods. (Proceedings)

Castro, S. L. & Scandura, T. A. (2004). The tale of two measures: Evaluation and comparison of Scandura & Ragins’ (1993) and Ragins & McFarlin’s (1990) mentoring measures. Presented at the Southern Management Association meetings, San Antonio, TX. (Proceedings)

Scandura, T. A. & Cooper, C. D. (2004). Looks aren’t everything: Aren’t managers concerned with actually being fair? Presented at the Southern Management Association meetings, San Antonio, TX. (Proceedings)

Cooper, C. D., Scandura, T. A. & Schriesheim, C. A. (2004). Looking forward but learning from our past: A constructive commentary on potential challenges in the study of authentic leadership. Presented at the Gallup Leadership Institute Summit, Omaha, Nebraska.

Pellegrini, E. K. & Scandura, T. A. (2004). Leader-member exchange (LMX), paternalism and delegation in the Turkish business culture: An empirical investigation. Presented at the Academy of Management meetings, New Orleans, LA.

Scandura, T. A. (2004). Landing your first job. Presented at the Organizational Behavior Doctoral Student consortium, Academy of Management meetings, New Orleans, LA.

Pellegrini, E. K. & Scandura, T. A. (2003). A multidimensional model of trust and LMX. Presented at the Southern Management Association meetings, Clearwater Beach, FL. (Proceedings)

Scandura, T. A. (2003). Mentoring doctoral students: A discussion between faculty and students on expectations and challenges, panelist. Professional Development Workshop. Presented at the Academy of Management meetings, Seattle, WA.

Scandura, T. A. (2003). The never ending story: A workshop on survey scale development and validation, panelist. Professional Development Workshop presented at the Academy of Management meetings, Seattle, WA.

Scandura, T. A. (2003). Developing research colleagues. Presented in the New Doctoral Student consortium, Academy of Management meetings, Seattle, WA.

Scandura, T. A. & Tejada, M. J. (2003). An investigation of LMX, organizational justice and performance. Presented at the Society of Industrial & Organizational Psychology, Orlando, FL.

Germain, M. L. & Scandura, T. A. (2003). Student individual differences as systematic bias in faculty evaluations. Presented at the Society of Industrial & Organizational Psychology, Orlando, FL.

Scandura, T. A. (2003). Rigor and relevance in international organizational behavior research. Keynote Speaker, Journal of International Business Studies conference on Emerging Research Frontiers, Raleigh-Durham, NC.

Baugh, S. G., Scandura, T. A. & Pellegrini, E. K. (2002). Effects of the mentor's position on the protégé's perceptions of mentoring and attitudinal responses. Presented at the Academy of Management meetings, Denver, CO.

Scandura, T. A. (2002). Discussant, Destructive Leadership: Antecedents, manifestations, attributions, and outcomes. Presented at the Academy of Management meetings, Denver, CO.

Scandura, T. A. (2002). Developing research colleagues. Presented in the New Doctoral Student consortium, Academy of Management meetings, Denver, CO.

Scandura, T. A. (2002). Research Methodology panelist for the Ph.D. Project Conference, Denver, CO.

Scandura, T. A. & Williams, E. A. (2002). Mentoring in the context of psychological contract breach. Presented at the Southern Management Association meetings, Atlanta, GA. (Proceedings)

Williams, E. A., Scandura, T. A. & Hamilton, B. (2001). Dysfunctional mentoring and negative social exchange: Uncovering some unpleasant realities in mentoring relationships. Presented at the Southern Management Association meetings, New Orleans, LA (Cason Hall Best Paper Award) (Proceedings).

Scandura, T. A. (2001). Measurement equivalence in cross-cultural research, panelist. Southern Management Association meetings, New Orleans, LA.

Scandura, T. A. (2001). Developing research colleagues. Presented at the New Doctoral Student Consortium, Academy of Management meetings, Washington, D.C.

Xin, K., Yuen, E. & Scandura, T. A. (2001). LMX and justice in the Chinese context: Is guanxi fair? Presented at the Academy of Management meetings, Washington, D.C.

- Williams, E. A. & Scandura, T. A. (2001). Team processes and their impact on learning: An examination of face-to-face and virtual teams. Presented at the Academy of Management meetings, Washington, D.C.
- Cogliser, C. C. & Scandura, T. A. (2001). Waterfalls, snowballs, brick walls and scuzzballs: Does leader-member exchange up the line influence leader development? Presented at the 11th Annual Kravis-de Roulet Leadership Conference, Claremont, CA.
- Scandura, T. A. (2000). Mentoring: A role-play. Professional Development Workshop presented at the Academy of Management meetings, Toronto, Canada.
- Scandura, T. A. (2000). Developing a prolific stream of research. Presented in the New Doctoral Student Consortium, Academy of Management meetings, Toronto, Canada.
- Williams, E. A. & Scandura, T. A. (2000). Team mentoring: New directions for employee development in organizations. Presented at the Academy of Management meetings, Toronto, Canada.
- Scandura, T. A. & Williams, E. A. (2000). The importance of protégé gender in the realization of mentoring functions: Who should initiate mentoring? Presented at the Academy of Management meetings, Toronto, Canada.
- Scandura, T. A., Williams, E. A. & Hamilton, B. (2000). Leadership, justice and perceptions of politics: How processes vary across the U.S., Australia and the Middle East. Presented at the Academy of Management meetings, Toronto, Canada.
- Williams, E. A. & Scandura, T. A. (2000). Team leader coaching and personal learning: Tools and indicators of individual development. Presented at the Society of Industrial & Organizational Psychology, New Orleans, LA.
- Scandura, T. A., Williams, E. A. & Hamilton, B. (2000). Leadership, justice, and perceptions of organizational politics: A comparative study of the U.S. and the Middle East. Presented at the Southern Management Association, Orlando, FL. (Proceedings)
- Scandura, T. A. & Williams, E. A. (2000). Relationships as Tutorials in New Career Contracts: Augmenting Effects of Mentoring on Transformational Leadership. Presented at the Southern Management Association Proceedings. Orlando, FL. Best Paper Award for Human Resources/Dispute Resolutions/Careers Track. (Proceedings)
- Scandura, T. A. (2000). The social structure of managerial work: Current issues in leader-member exchange research. Colloquium given at the Hong Kong University of Science and Technology, Hong Kong, P.R.C.
- Xin, K. & Scandura, T. A. (2000). Guanxi: Current Research Perspectives. Colloquium given at Tsinghua University, Beijing, P.R.C.
- Scandura, T. A. (2000). Human resource issues in China. Executive Education program given at the China-Europe International Business School, Shanghai, P.R.C.
- Scandura, T. A. & Pillai, R. (2000). Leader-member exchange and expatriate adjustment. Presented at the Western Academy of Management meetings, Kona, Hawaii.

Scandura, T. A. & Coglisier, C.C. (2000). Mentoring in international assignments. Presented at the Western Academy of Management meetings, Kona, Hawaii.

Scandura, T. A. (1999). Dysfunction in mentoring. Seminar at Monash University, Melbourne, Australia.

Scandura, T. A. & Williams, E. A. (1999). Gender differences in mentoring in Australian organizations. Presented at the Australian Industrial & Organizational Psychology Conference, Brisbane, Australia.

Scandura, E. A., Hamilton, B. & Williams, E. A. (1999). Dysfunction in Mentoring: Development and preliminary construct validation of a measure. Presented at the Academy of Management meetings, Chicago, IL.

Scandura, T. A. & Williams, E. A. (1998). Initiating mentoring: Contrasting the reports of proteges in assigned and informal relationships. Presented at the Southern Management Association, New Orleans, LA. (Proceedings).

Scandura, T. A. (1998). Developing a stream of research. Doctoral consortium, Human Resources Division. Presented at the Academy of Management meetings, San Diego, CA.

Scandura, T. A. (1998). Research insights on mentoring, panelist. Preconference workshop presented at the Academy of Management meetings, San Diego, CA.

Scandura, T. A. & Lankau, M. J. (1998). From research to practice: A current look at mentoring programs in organizations. Presented at the Academy of Management meetings, San Diego, CA.

Pillai, R., Scandura, T. A. & Williams, E.A. (1998). Leadership and organizational justice: Similarities and differences across cultures. Presented at the Academy of Management meetings, San Diego, CA.

Scandura, T. A. (1998). Mentoring in organizations: Myth, Magic or Management Style? Presented at the Mentoring in the 21st Century Conference (keynote speaker), Louisiana State University, Baton Rouge, LA.

Scandura, T. A., Williams, E. A. & Pillai, R. (1998). Relationships between perceptions of organizational politics, procedural justice and job satisfaction in the U.S., Australia, Columbia and the Middle East. Presented at the Southern Management Association meetings, New Orleans, LA. (Proceedings)

Baugh, S. G. & Scandura, T. A. (1998). Gender differences in reports of transformational and transactional leader behavior. Presented at the Southern Management Association meetings, New Orleans, LA. (Proceedings).

Scandura, T. A. & Tejeda, M.J. (1997). Models as fiction in structural equation modeling. Presented at the Academy of Management meetings, Boston, MA.

Lankau, M. J. & Scandura, T. A. (1997). The effects of mentoring on socialization and personal learning. Presented at the Academy of Management meetings, Boston, MA.

Tejeda, M. J., Scandura, T. A. & Pillai, R. (1997). Charismatic leadership: Review, reanalysis and reformulation of a major leadership theory. Presented at the Academy of Management meetings, Boston, MA.

Pillai, R., Scandura, T. A. & Williams, E. A. (1997). An investigation of leadership and organizational justice in the U.S., Australia, the Middle East, Columbia, and India. Presented at the Southern Management Association meetings, Atlanta, GA. (Proceedings).

Baugh, S. G. & Scandura, T. A. (1996). The effects of multiple mentors on protégé attitudes toward the work setting. Presented at the Academy of Management meetings, Cincinnati, OH.

Scandura, T. A. (1996). Current Debates in Exploratory and Confirmatory Factor Analysis. Panel Discussion chair. Society for Industrial and Organizational Psychology meetings, San Diego, CA.

Tejeda, M. J., Scandura, T. A. & Christiaans, P. A. (1996). Exploring the utility of two measures of the leader-member exchange construct. Presented at the Southern Management Association meetings, New Orleans, LA. (Proceedings).

Scandura, T. A. (1996). The negotiation of boundary spanning roles: A dyadic organizing model. Presented at the Southern Management Association meetings, New Orleans, LA. (Proceedings).

Lankau, M. J., Christiaans, P. & Scandura, T. A. (1996). An examination of gender differences in career attainment. Presented at the Southern Management Association meetings, New Orleans, LA. (Proceedings).

Hurley, A. E. & Scandura, T. A. (1995). The exploratory-confirmatory analysis debate in Industrial/Organizational Psychology Research: Meaningful discourse or just making hay?, panel session chair. Presented at the Society of Industrial & Psychology meetings, San Diego, CA.

Hurley, A. E., Scandura, T. A. & Sonnenfeld, J. (1995). Late entrants into an internal labor market: Tournament mobility and the blank slate effect. Presented at the Southern Management Association meetings, Orlando, FL.

Scandura, T. A., Tejeda, M. J. & Lankau, M. J. (1995). A study of procrastination in a group brainstorming task. Presented at the Southern Management Association meetings, Orlando, FL.

Scandura, T. A. & Siegel, P. H. (1995). Mentoring as organizational learning during a corporate merger. Presented at the Academy of Management meetings, Vancouver, B.C.

Scandura, T. A. & Lankau, M. J. (1995). Cross-race mentoring relationships among black, hispanic and white nurses. Presented as part of a symposium entitled, "Diversified mentoring: Developing transformational work relationships for the next millennium," Showcase Symposium, Academy of Management meetings, Vancouver, B.C. (Session Organizer).

Scandura, T. A. (1995) Session chairperson: Multiple levels in organizational research: Analysis options and interpretation issues. Presented at the Society for Industrial and Organizational Psychology meetings, Orlando, FL.

Scandura, T. A. & Stewart, K. A. (1995) Barriers to Quality Implementation. To be presented at the Fifth International Conference on Productivity and Quality Research (ICPQR-'95), Miami, FL (Proceedings).

Scandura, T. A., Lankau, M. J. & Baugh, S. G. (1994). mentoring and protégé Work Attitudes: Do mentor and protégé gender make a difference? Presented at the Southern Management Association Meetings, New Orleans, LA (Proceedings).

Scandura, T. A. & Stewart, K. A. (1994). Development and Preliminary Validation of a measure of Quality Leadership. Presented at the Southern Management Association Meetings, New Orleans, LA. (Proceedings).

Tejeda, M. J. & Scandura, T. A. (1994). Leader-member exchange: Exchange or charisma? Presented as part of symposium, "Roads less traveled: New directions for research on transformational leadership. Presented at the Southern Management Association Meetings, New Orleans, LA.

Tejeda, M. J., Lankau, M. J. & Scandura, T. A. (1994). Examination of individual and group-level concepts using structural equation modeling. Presented at the Research Methods Division Conference on Causal Modeling, West Lafayette, IN.

Ragins, B. R. & Scandura, T. A. (1994). Gender differences in the termination of mentoring relationships. Presented at the Academy of Management meetings, Dallas, TX (Proceedings).

Ragins, B. R. & Scandura, T. A. (1994). Separation and redefinition of mentoring relationships: A test and expansion of mentorship theory. Presented at the Academy of Management meetings, Dallas, TX.

Ragins, B. R. & Scandura, T. A. (1994). The termination of mentoring relationships. Presented at the Society of Industrial and Organizational Psychology meetings, Nashville, TN.

Schriesheim, C. A., Gardiner, C. C., Lankau, M. J., Powers, K. J. & Scandura, T. A. (1993). An empirical comparison of approaches for quantitatively assessing the content adequacy of paper-and-pencil measurement instruments. Presented at the Southern Management Association meetings, Atlanta, GA. (Proceedings).

Scandura, T. A. & Lankau, M. J. (1993). The effects of flexible working hours on organizational commitment: A matched sample investigation of female and male executives. Presented at the Academy of Management meetings, Atlanta, GA.

Ragins, B. R. & Scandura, T. A. (1993). Expected costs and benefits of being a mentor. Presented at the society of Industrial & Organizational Psychology meetings, San Francisco, CA.

Scandura, T. A. & Schriesheim, C. A. (1992). Structural effects of mentoring relationships and protégé career outcomes. Presented at the Academy of Management meetings, Las Vegas, NV.

Schriesheim, C. A., Scandura, T. A., Neider, L. L., Eisenbach, R. J., & Tepper, B. J. (1992). Development and validation of the LMX-6 scale to measure Leader-Member Exchange in organizations. Presented at the Academy of Management meetings, Las Vegas, NV.

Eisenbach, R. J., Scandura, T. A., & Schriesheim, C. A. (1992). Mentoring as a subdimension of leader behavior: Theoretical review and preliminary investigation. Presented at the Academy of Management meetings, Las Vegas, NV.

Scandura, T. A. & Schriesheim, C. A. (1992). Leader-Member Exchange (LMX) and Leader Career Mentoring (LCM) as correlates of management performance, salary, and promotions. Presented at the Southern Management Association meetings. New Orleans, Louisiana. (Proceedings).

Scandura, T. A. (1992). Mentoring among CPAs. Presented at the Educators/Practitioners Conference of the Illinois CPA Society, Chicago, IL.

Scandura, T. A. (1992). Beyond the myth of mentoring: Developmental relationships at work. Presented at the Educators/Practitioners Conference of the Illinois CPA Society, Chicago, IL.

Scandura, T. A. (1992). Mentoring Panel Discussion Moderator. Presented at the 52nd Annual meeting of the American Women's Society of Certified Public Accountants, Newport Beach, CA.

Scandura, T. A., & Schriesheim, C. A. (1991). The effects of structural characteristics of mentoring dyads on protégé career outcomes. Presented at the Southern Management Association meetings, Atlanta, GA. (Proceedings).

Schriesheim, C. A., Scandura, T. A. & Neider, L. L. (1991). Leader-member exchange as a predictor and moderator of delegation. Presented at the Academy of Management meetings, Miami, FL.

Scandura, T. A. & Johnson, N. B. (1990). Personal and interpersonal influences on the male/female wage differential. Presented at the Academy of Management meetings, San Francisco, CA.

Scandura, T. A. & Banerji, K. (1990). Androgynous behavior in CPAs: "Profane ladies" or "good managers"? Presented at the Academy of Management meetings, San Francisco, CA.

Banerji, K. & Scandura, T. A. (1990). Organization-environment linkages: Typologies and methodologies. Presented at the Southern Management Association meetings, Orlando, FL. (Proceedings)

Scandura, T. A. (1989). Leader-member exchange and career mobility: Management development within the dyad. Presented at the Academy of Management meetings, Washington, D.C.

Scandura, T. A. & Katerberg, R. J. (1988). Much ado about mentors and little about measurement: Development of an instrument. Presented at the Academy of Management meetings, Anaheim, CA.

Scandura, T. A., Graen, G. B. & Novak, M. A. (1986). When managers decide not to decide autocratically: An investigation of leader-member exchange and decision influence in managerial dyads. Presented at the Academy of Management meetings, Chicago, IL. (Proceedings).

Graen, G. B., Scandura, T. A. & Graen, M. R. (1985). A field experimental test of the moderating effects of growth need strength on productivity. Presented at the Academy of Management meetings, San Diego, CA.

Welsh, M. A. & Scandura, T. A. (1984). Organizational demographics: A study of the structural antecedents of political activity and administrative succession. Presented at the Academy of Management meetings, Boston, MA.

VIDEO TUTORIALS

Scandura, T. A. (2016). Managing Up. SAGE Videos. <http://bcove.me/3ul6t5ky>

Scandura, T. A. (2016). Good teams, bad teams: Team leadership essentials. SAGE Videos. <http://bcove.me/8ajfd8hj>.

Scandura, T. A. (2016). Team development and leadership in a university medicine research team. . SAGE Videos <http://bcove.me/wey4fjgw>.

MEDIA MENTIONS

“Getting to ‘fair’: Justice interactions as identity negotiation. Management INK blog. SAGE Publications. <http://managementink.wordpress.com>.

“Workplace mentoring boosts careers, skills and retention.” The Miami Herald, Monday, August 2, 2015. Reprinted in: The Lexington Herald Leader, and The Daily Item.

“Why cynics earn less”. The Miami Herald, Saturday, November 21, 2015.

Listed as one of the top leadership professors on Twitter, by LeaderLab (LRLB), 2013, 2014

“Cultures have consequences,” Deloitte Human Capital Global Research. <http://www2.deloitte.com/au/en/pages/human-capital/articles/cultures-have-consequences.html>

“Tech Twist: Students become Teachers” (2013). The Miami Herald.

"Why Mentoring Matters". (2011). School of Business Alumni Magazine

"Leadership Lessons from the Chilean Mine". (2010). The Miami Herald.

"Finding Anchors in the Storm: Mentors" (2009) by Toddi Gutner. The Wall Street Journal

"Tending Talent" (2009) by Susan J. Wells, Aleita Johnson. HRMagazine

"How to Start a Mentorship Program" (2008). by Jennifer Alsever, BNET Business Network" How to Start a Mentorship Program" by Jennifer Alsever, BNET Business Network.

"Breaking the Glass Ceiling" (1993). Two-part series for Stephen Crowley Money Report, a nationally-syndicated news program.

"The Glass Ceiling" (1993). National Public Radio's nationally broadcast program "51%".

"The Customer Within," (1993). Cable-Tap Program, "Eye on Quality."

Newspaper articles (1993) summarizing research on mentoring, the glass ceiling and sexual harassment appeared in the New York Daily News, the Miami Herald, the Atlanta Constitution, the Fort Lauderdale Sun-Sentinel, the Charlotte Observer and others.

TEACHING

Teaching Specialization (courses taught):

Managing Through People (MGT620) (MIBS)
Negotiating with Your Supply Chain Partner, (Global MBA)
Cross-Cultural Issues in Leadership. (MGT621) MBA for the Americas
Leading Across Cultures (MGT 617) (MBA)
Negotiation Strategies (MGT 324/624) (UG, MBA, PMBA)
Organizational Behavior (MGT 304) (UG)
Skill Assessment and Career Development (MGT 545) (UG and MBA)
Leading Teams (MGT 555/603) (UG and MBA)
High Performance Leadership (MGT621) (MBA)
High Performance Teams (MGT 622) (MBA and EMBA)
Managing Responsible Behavior in Organizations (MGT 600/MIBS, MBA, Exec MBA, online)
Behavioral and Organizational Systems (MGT 651) (MBA and Exec MBA)
Managerial Decision Making (MGT 630) (MBA)
Leadership and Motivation (MGT 660) (Exec MBA)
Essentials of Management: Voice of the Business (MGT 650) (MBA)
Seminar in Organizational Behavior (MGT656) (Doctoral Seminar)
Leadership and Group Processes (MGT698) (Doctoral Seminar)

Teaching Awards:

M.S. in Management Teaching Excellence Award, 2016
M.S. in Leadership Teaching Excellence Award, 2018

Executive Education:

Leading Change (2018). Bacardi Advanced Leadership Program
Managing Change (2018). FGV IDE/Miami Business School
Global Multicultural Leadership (2016).). FGV IDE/Miami Business School

Ph.D. Student and Dissertation Advising:

University of Miami

Qualifying Examination Committees:

Melenie J. Lankau, Management, 1994, chair
Ethlyn A. Williams, Management, 1998, chair
Tracy Zhao, Management, 2001, member
Bettina Hamilton, Management, 2001, chair
Kristen Campbell, Communication, 2003, member

Ekin Pellegrini, Management, 2003, chair
Monica M. Sharif, Management, 2011, chair
Tracy Liu, Management, 2012, member
Elly Qu, Management, 2015, member

Dissertation Committees:

Regina Eisenbach, Management, 1992, member
Manuel J. Tejada, Management, 1994, member
Richard Newmark, Accounting, 1994, member
Nabila Almeer, Nursing, 1994, member
Sharon Hamilton, Education, 1994, member
Melenie J. Lankau, Management, 1994, Chair
Ethlyn A. Williams, Management, 1998, Chair
Lee Schmidt, Nursing, 1998, member
Bettina Hamilton, Management, 2004, Chair
Tracy Zhao, Management, 2003, member
Kristen Campbell, 2003, member
Ekin K. Pellegrini, Management, 2005, Chair
Susan Wills Amat, I.D.S, 2008, Chair
Trae Williamson, I.D.S, Chair
Monica M. Sharif, Management, 2014, Chair
Stephanie Maynard Patrick, 2014, member (New Mexico State University)
Tracy Liu, Management, 2015, member
David Zambrana, 2017, Nursing, member

University of Kentucky

Qualifying Examination Committees:

Hani Handoko, Management, 1990, member
Kunal Banerji, Management, 1990, member

Dissertation Committees:

Hector J. Lozada, Marketing, 1989, member
Kunal Banerji, Management, 1990, member
Rosemary Booth, Communication, 1990, member

UNIVERSITY ADMINISTRATIVE RESPONSIBILITIES:

Coordinator, Ph.D. Program in Organizational Behavior, 2003-2007 and 2015-present
Dean of the Graduate School, University of Miami, 2007-2012
Academic Director, Johnson A. Edosomwan Leadership Institute, 2009-2011
Faculty Senate Athletics Committee, Chair, 2006-2007

SERVICE

University of Miami:

Faculty Senate Committee on Equity and Inclusion, 2017-present
Faculty Senate Committee on Professional Conduct, 2014-present
Ph.D. Committee, School of Business School Council Standing Committee, 2015-present
Dean Search Committee, School of Business Administration, 2016-2017
School of Business School Council Committee to Review Faculty Evaluations, 2016
Provost Research Award selection committee, 2014
Faculty Senate Academic Standards Committee, 2014-2016
School of Business Administration Faculty Evaluation Committee, 2012
Provost's Strategic Planning Committee, member, 2006
Chairs, Division Heads, Associate, Assistant & Vice Dean's Workshop: Mentoring Panel, 2006
University of Miami Fellowship Committee, Graduate School, Chair, 2006
Mentoring Committee, Faculty Senate, 2005
Athletic Committee, Faculty Senate, 2005
School of Business Administration Promotion & Tenure Committee, 2004-2006
Graduate Council, Graduate School, 2004-2005
Compensation Committee, Management, 2003, chair
Team Building Workshops, MBA Orientations and Mid-Program Tune-Ups, 2003-present
Leadership Development Program, "The Team Concept", 2002, 2003
Provost's Committee to review Teaching Evaluations, 2000
Provost's Committee on Promotion and Tenure, 1999- 2000
University Research Council, 1999- 2001
Coordinator, Management Department Speaker Series, 1996-1997
Member, Recruiting Committee, 1996-1997
Instructional Resource Center, Evaluation Committee, 1994, 1995, 1996, 1997
Graduate Council's Subcommittee on Programs and Degrees, the Graduate School, 1995-2000
Graduate Faculty Member, The Graduate School
Behavioral Sciences Subcommittee for the Protection of Human Subjects, 1991, 1994-1997
Institute for Retired Professionals, Faculty Luncheon Lecture Series, 1994
School of Business Alumni Board of Directors Retreat, 1993
Corporate Affiliate Management Seminar, "Heirs Apparent: Succession Planning and the Development of Executive Talent," 1992

Corporate Affiliate Management Seminar, "Mentoring and the Development of High Potential Employees," 1992

Curriculum Development Committee, Masters of International Business Studies Program, Program Enhancements Subcommittee

University of Kentucky:

Member; Search Committee, Management Department

Member, Management Department Review Committee

Community Activities:

"Motivating millennials in the perfect human capital storm." MBA Career Services & Employers Alliance. Intercontinental Hotel, December 8, 2015.

"Forgotten diversity: Immigrant acculturation and leader-member exchange." Presented in the 2014-2014 Research Colloquium, "My boss thinks things are great!" Florida International University Center for Leadership, April 9, 2015.

Fourth Annual Mentor Workshop, Baptist Health South Florida, December, 2012.

The Conference Board, "Mentoring and Succession Planning", April, 2012

Best Practices Conference Speaker, "Leading through Change", November 2009, Washington, D.C.

Best Practices Conference Speaker, "Mentoring & Transformational Leadership," November, 2008, Washington, D.C.

Public Administration Conference Speaker, "Mentoring: A Bridge Over Troubled Waters," April 2008

Academic Coach, Women's Basketball, 2007

Academic Coach, University of Miami Football, 2006

City College Commencement Speaker, 2001

Island Outpost University Guest Speaker, 1999

Rotary International High School Student Summer Program, 1995

Rotary International Guest Speaker, October 14, 1993

Rotary International, Group Study Exchange to England, 1992

United Way of Dade County, Volunteer Mentor Program, 1991