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Bryan P Acton

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ACADEMIC POSITIONS

Assistant Professor of Leadership and Organizational Behavior

Binghamton University, School of Management
2022 - Present

Post Doctoral Research Associate

Durham University Business School, Department of Management and Marketing
2020 - 2022
Mentor: Dr. Robert Lord

EDUCATION

Ph.D. in Industrial/Organizational Psychology 2020

Virginia Polytechnic Institute and State University

Psychology

Advisor: Dr. Roseanne Foti (Chair)

Dissertation: Using agent-based modeling to test and integrate process-oriented perspectives of leadership emergence

M.S. in Industrial/Organizational Psychology 2016

Virginia Polytechnic Institute and State University

Psychology

B.A. in Psychology 2013

Massachusetts College of Liberal Arts

Psychology

Honors: Summa Cum Laude; Business Minor; Completed Commonwealth Honors Program Curriculum

PUBLICATIONS

Journal Articles

- Bunjak, A., Lord, R.G., and Acton, B.P. (2024). Rethinking authentic leadership: An alternative approach based on dynamic processes of active identity, self-regulation, and ironic processes of mental control. *Journal of Management and Organization*, . [doi:10.1017/jmo.2024.69](https://doi.org/10.1017/jmo.2024.69) (Google Scholar citations: 1)
- Nieberle, K.W., Acton, B.P., Braun, S., Lord, R.G., and Fu, Y. (2023). Leader Identity on the Fly: Intra-personal Leader Identity Dynamics in Response to Strong Events. *Journal of Business and Psychology*, . [doi:10.1007/s10869-023-09906-7](https://doi.org/10.1007/s10869-023-09906-7) (Google Scholar citations: 15)
- Hansbrough, T., Lord, R., Schyns, B., Foti, R.J., Liden, R., and Acton, B.P. (2020). Do you remember? Rater memory systems and leadership measurement. *Leadership Quarterly*, 101455. [doi:10.1016/j.leaqua.2020.101455](https://doi.org/10.1016/j.leaqua.2020.101455) (Google Scholar citations: 35)
- Acton, B.P., Braun, M.T., and Foti, R.J. (2019). Built for unity: assessing the impact of team composition on team cohesion trajectories. *Journal of business and psychology*. [doi:10.1007/s10869-019-09654-7](https://doi.org/10.1007/s10869-019-09654-7) (Google Scholar citations: 49)
- Acton, B.P., Foti, R.J., Lord, R., and Gladfelter, J.A. (2019). Putting emergence back in leadership emergence: A dynamic, multilevel, process-oriented framework. *Leadership Quarterly*. [doi:10.1016/J.LEAQUA.2018.07.002](https://doi.org/10.1016/J.LEAQUA.2018.07.002) (Google Scholar citations: 230)

Under Review & Revision

- Acton, B.P., Foti, R.J., Pape, and Lord, R.G. Agent-based modeling and collective leadership. *Leadership Quarterly* [Under review, first round R and R].
- Mitchell, T.D., Acton, B.P., Coyle, P., and LeMoyné, J. Race identity and collective leadership. *Journal of Management* [Under revision, first round R and R].

Book Chapters

- Nieberle, K. W., Acton, B. P., Fu, Y. A., Robert, G., and Braun, S. (2024). Lead Today, Follow Tomorrow? How to Manage the Ebb and Flow of Leader and Follower Identities. In *Navigating Leadership* (pp. 9-35). Routledge.
- Epitropaki, O., Acton, B. P., and Nieberle, K. W. (2025). Implicit Leadership and Followership Theories: From the Leader/Follower Within and Between to Leaders/Followers in Plural and in Flux. In *The SAGE Handbook of Leadership* (pp. 115). SAGE.

Research Grants

- Hansbrough, T.K., Hanges, P.J., Acton, B.P., Balthazard, P., and Zheng, J. *Rater Memory: The Missing Link to Improve Measurement*. U.S. Army Research Institute for the Behavioral and Social Sciences. W911NF-23-1-036 (\$943,043) (2023 to 2026).
- Hansbrough, T.K., Hanges, P.J., Acton, B.P., Balthazard, P., and Zheng, J. *Rater Memory and Measurement: Moving Toward Response Process Validity*. U.S. Army Research Institute for the Behavioral and Social Sciences. W911NF-21-S-0007 (\$180,560) (2022 to 2023).

TEACHING EXPERIENCE

Binghamton University

LEAD 552: Team Leadership (MBA)

Role: Instructor

Semesters: Spring 2023, Fall 2023, Fall 2024, Spring 2025

MBA-level course focused on team leadership principles and practices

LEAD 352: Team Leadership (Undergraduate)

Role: Instructor

Semesters: Spring 2025

Undergraduate course focused on team leadership principles and practices

MGMT 481/581: Advanced Business Statistics (Undergraduate/Graduate)

Role: Instructor

Semesters: Fall 2022, Fall 2023

Combined undergraduate/graduate course covering advanced statistical methods in business

MGMT 687: Applied Multivariate Statistics (PhD)

Role: Instructor

Semesters: Spring 2023

Doctoral-level course on advanced multivariate statistical techniques and applications

TEACHING EVALUATIONS

Received an 80% response rate from students on SOOT surveys

LEAD 552: Team Leadership

Spring 2023:

Instructor Rating: 3.61 (out of 4)

Course Rating: 3.44 (out of 4)

Fall 2023:

Instructor Rating: 3.5 (out of 4)

Course Rating: 3.46 (out of 4)

Fall 2024:

Instructor Rating: 4.75 (out of 4)

Course Rating: 4.75 (out of 4)

Spring 2025:

Instructor Rating: 4.75 (out of 4)

Course Rating: 4.75 (out of 4)

LEAD 352: Team Leadership

Spring 2025:

Instructor Rating: 4.75 (out of 4)

Course Rating: 4.75 (out of 4)

MGMT 481/581: Advanced Business Statistics

Fall 2022:

Instructor Rating: 4 (out of 4)

Course Rating: 3.67 (out of 4)

Fall 2023:

Instructor Rating: 3.83 (out of 4)

Course Rating: 3.44 (out of 4)

MGMT 687: Applied Multivariate Statistics

Spring 2023:

Instructor Rating: 4 (out of 4)

Course Rating: 3.5 (out of 4)

2/2 respondents

CONFERENCE PRESENTATIONS

- Braun, S., and Acton, B. P., et al. (2025, July). Leadership, followership, and identity: Developing research and practice [Professional Development Workshop]. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- Acton, B. P., and Li, M. (2025, July). Against the grain: Unveiling followers' positivity recall bias in experiences with their leaders. In Kauth, J.M., and Choi, V.K. (Chair), Follower dynamics in leadership: Their role in leader authenticity, granting power, and measurement [Symposium]. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

- Li, M., and Acton, B. P. (2025, July). Leading, following, and regulatory focus: A multi-level examination of leadership emergence [Paper]. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- Li, M., and Acton, B. P. (2025, October). Why some rise and others rejected: Unraveling leadership emergence through the lens of regulatory focus [Paper]. 2025 Annual Meeting of the Southern Management Association, Greenville, SC, United States.
- Harris-Watson, A. M., Acton, B., Robertson, M., Traylor, A., and McCukser, M. (2023). The In Between: Postdocs for Industrial-Organizational Psychologists. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Acton, B.P. and Koenig, N. (2022). Automating Is The Future: Improving Research Scalability With Predictive Modeling. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Nieberle, K. W., Acton, B. P., Braun, S., and Lord, R. (2021). Modeling Identities in Context: A Dynamical Systems Approach to Leader-Follower Identities. Academy of Management Annual Conference.
- Acton, B. P., Lord, R. G., Hansbrough, T. K., and Foti, R. J. (2021). An application and tutorial for creating within-person memory-sourced leadership scales. Academy of Management Annual Conference.
- Acton, B. P., Lord, R. G., Hansbrough, T. K., and Foti, R. J. (2021). More than liking: the role of memory systems and language in leadership ratings. Society of Industrial Organizational Psychology Annual Conference.
- Acton, B. P., Lord, R. G., Hansbrough, T. K., and Foti, R. J. (2020). Assessing the impact of self-identity on organizational outcomes using an implicit measure. Academy of Management Annual Conference.
- Mitchell, T., Coyle, P., Williamson, G., Ricedorf, V., and Acton, B. P. (2020). Explaining how and when race related to leadership emergence. Society of Industrial Organizational Psychology Annual Conference.
- Acton, B. P., Calderwood, C., and Mastrich, Z. (2019). Capturing the process of cohesion emergence using continuous rating assessments. Society of Industrial Organizational Psychology Annual Conference.
- Acton, B. P. and Foti, R. J. (2019). Ready and willing: assessing profiles of leader/follower self-schemas. Society of Industrial Organizational Psychology Annual Conference.
- Glasgow, T., Foti, R. J., and Acton, B. P. (2019). Agent-based modeling: current and future directions in organizational psychology. Society of Industrial Organizational Psychology Annual Conference.
- Du, C., Foti, R. J., and Acton, B. P. (2018). An examination of psychological collectivism using item response theory. Society of Industrial Organizational Psychology Annual Conference.

- Acton, B. P. and Braun, M. T. (2017). Putting two-and-two together: using sociometric measures to capture cohesion emergence. Society of Industrial Organizational Psychology Annual Conference.
- McCusker, M., Burns, D., Wycoff, N., Hauenstein, N., and Acton, B. P. (2017). Increasing the power to detect adverse impact in small selection contexts. Society of Industrial Organizational Psychology Annual Conference.
- Acton, B. P., Shah, Y., Axsom, D., and Foti, R. J. (2017). The role of the 'mere presence effect' in the development of intra-group cohesion. Society for Personality and Social Psychology.
- Acton, B. P., and Li, M. (Chairs). Hansbrough, T.K, and Hall, R.J (Discussants) (2024, August 13). Leadership Questionnaires in the Age of AI: From Traditional Roots, to AI and Data Science [Symposium]. 84th Annual Meeting of the Academy of Management, Chicago, IL, United States.
- Li, M. and Acton, B. P. (2024, August 13). AI Nomological Nets: Identifying the Overlap between Leadership Items using Word Embedding Models. In Acton and Li (Chairs), Leadership Questionnaires in the Age of AI: From Traditional Roots, to AI and Data Science [Symposium]. 84th Annual Meeting of the Academy of Management, Chicago, IL, United States.
- Acton, B. P., Coyle, P., and Mitchell, T. D. (2024, August 12). The dark side of expressing self-reflective job titles. In S. Thomas (Chair), Using of agent-based modeling across management research [Symposium]. 84th Annual Meeting of the Academy of Management, Chicago, IL, United States.
- Acton, B. P., Jaser, Z., Johnson, S. K., Nieberle, K., and Sy, T. (Panelists) (2024, August 13). Leader-Follower Identity Dynamics: Current and Future Directions [Panel Symposium]. 84th Annual Meeting of the Academy of Management, Chicago, IL, United States. (Chalkiadaki, K. and Zheng, J., Organizers).

SERVICE AND LEADERSHIP

- **Editorial Board Member**
Journal of Business and Psychology (2023 - Present)
Review manuscripts for publication consideration, providing detailed feedback to authors to improve research quality and impact. Reviewed 4+ manuscripts in 2023.
- **Grant Reviewer**
National Science Foundation (Spring 2025)
Reviewed proposal for the Science of Organizations (SoO) program
- **Lab Coordinator**
Interface of Leadership and Teams Lab (2016-2019)
Coordinated lab activities, mentored undergraduate students, and led data collection

- **First Year Paper Committee**
Binghamton University (Fall 2022 - Spring 2023)
Chaired Mengying Li's First Year Paper (Successful Completion Spring 2023)
- **AI and Society Proposal Committee**
Binghamton University (Fall 2024)
BU SOM University-Wide Committee to create AI Institute on campus (Chair: Jeremy Blackburn)
- **Undergraduate Curriculum Committee**
Binghamton University (Fall 2023 - Present)
Core Member of Leadership Minor at Undergraduate Level
- **Faculty Hiring Committee**
Binghamton University (Fall 2023)
Served on Hiring Committee for Leadership Faculty Position

HONORS AND AWARDS

- **Editors' Commendation**
Journal of Business and Psychology (2020)
Selected as one of only 11 papers (from over 1,000 submissions) to receive this distinction for exceptional contribution to the field
- **Fredric M. Jablin Doctoral Dissertation Award Finalist**
International Leadership Association and Jepson School of Leadership Studies, University of Richmond (2021)
International award recognizing doctoral dissertations demonstrating substantial insights and implications for the study of leadership
- **NSF Grant Review Panel Member**
National Science Foundation (2024)
Selected to serve on a review panel evaluating grant proposals for the National Science Foundation

MEDIA AND PRESS

- **Unveiling the Blind Spots in Leadership Evaluations**
Radio/Podcast - NPR - Academic Minute (December 2023)
Featured expert discussing research on leadership perception and evaluation
<https://www.aacu.org/podcasts/academicminute/2023-12-bryan-acton-binghamton-university-unveiling-the-blind-spots-in-leadership-evaluations>

- **Employee Surveys May Miss Out on Uncovering Toxic Leadership Practices**
Press Coverage - Lab Manager (2023)
Featured research on leadership assessment methodologies, discussing how traditional employee surveys might overlook negative leadership behaviors
<https://www.labmanager.com/employee-surveys-may-miss-out-on-uncovering-toxic-leadership-practices-30960>
Research conducted with doctoral student Mengying Li, supported by U.S. Army Research Institute grant. Paper recognized among 'Best Papers' at Academy of Management conference.
- **Rethink Your Employee Surveys: 6 Ways to Uncover Toxic Leadership Habits**
Press Coverage - SHRM Executive Network (February 2024)
Research featured in Society for Human Resource Management's executive network insights, discussing implications for HR practices and leadership assessment
<https://www.shrm.org/executive-network/insights/rethink-employee-surveys-uncover-toxic-leadership-habits>
Extended coverage of research findings with practical applications for HR professionals and organizational leaders

INDUSTRY EXPERIENCE

- **Graduate Assistant in Human Resources**
Virginia Tech Human Resources (Fall 2015 - Spring 2016)
Designed and delivered leadership development workshops for university staff
Conducted comprehensive employee climate surveys
Analyzed survey data and prepared executive reports
Presented findings and recommendations to HR executives
Provided data-driven insights to inform HR strategy and leadership development initiatives across the university

PROFESSIONAL PRESENTATIONS & WORKSHOPS

- **Transcribing text and initial text analysis using R**
Durham University Centre for Leadership and Followership
Taught 2-hour long workshop to smaller group of faculty and graduate students. Covered how to use 'TranscribeR' package and 'tidytext' package in R to analyze text data
- **Introduction to the Tidyverse and data analysis in R**
Virginia Tech ILT Lab
Taught 1.5 hour long workshop to a small group of PhD students and undergraduates.

- **I have my data. Now what? A tutorial on data cleaning, wrangling, and initial analysis via R**
Durham University PhD Students
Taught 2-hour long workshop which served as an introduction to R for social scientists to a group of 15+ PhD Students.
- **Using AI for Research**
Binghamton University School of Management (faculty and staff)
Led a school-wide faculty and staff workshop on applying AI tools to research workflows

OTHER RESEARCH ACTIVITIES

- **Participation in Program**
Accepted and Full Participation in the Commit to Submit Program
Culmination Submitted Career Grant and Sub-Career Award
Binghamton University NSF CAREER Proposal Development Program (Spring 2025)