

TIFFANY KELLER HANSBROUGH

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Home

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EDUCATION

Ph. D. State University of New York at Buffalo
Major: Organizational Behavior
Minor: Social Psychology

B. A. University of Iowa
Major: Psychology

PROFESSIONAL EXPERIENCE

2023-present Associate Professor of Management and Director of Bass Center for Leadership Studies, School of Management, Binghamton University
Courses taught: PhD Advanced Organizational Behavior
PhD Advanced Leadership Seminar
PhD Leadership and Performance Measurement
MBA Organizational Behavior
UG Team Leadership

2021-2023 Research Director, Silberman College of Business, Fairleigh Dickinson University

- Initiated and facilitated research brown bags to promote faculty development
- Created database of faculty research expertise to facilitate collaboration
- Obtained externally valid indicators to quality of faculty research

2020-2023 Professor of Management, Silberman College of Business, Fairleigh Dickinson University
Courses taught: Organizational Behavior, Leadership and Personal Development, MBA Organizational Behavior and Leadership.

2020 (Spring) Interim Department Chair (Sabbatical replacement), Department of Management and Entrepreneurship, Silberman College Business, Fairleigh Dickinson University

- Created faculty learning communities to quickly pivot to online learning during the COVID-19 pandemic
- Scheduled and staffed classes
- Hired adjunct faculty

- Administered budget

2016-2020	Associate Professor of Management, Silberman College of Business, Fairleigh Dickinson University Courses taught: Interpersonal Skills, Organizational Behavior, Leadership and Personal Development, MBA Organizational Behavior and Leadership.
2012-2016	Assistant Professor of Management, Silberman College of Business, Fairleigh Dickinson University
2001-2012	Director, David Brain Leadership Program, Baldwin-Wallace College. Director of Organizational Leadership major and interdisciplinary minor in Leadership Studies. Courses taught: Introduction to Leadership Studies, Contemporary Leadership Problems, Implementing Citizen Leadership. • Designed and implemented interdisciplinary leadership minor, created required courses and worked collaboratively with faculty to identify leadership electives. • Led initiative between the leadership program and Student Affairs to design a selective leadership cohort program that blends curricular and co-curricular programming. • Took leadership role in creation of campus lecture series, <i>The Mark Collier Lecture Series: Enduring Questions for an Intercultural World</i>.
1997-2001	Assistant Professor of Leadership Studies, Jepson School of Leadership Studies, University of Richmond Courses taught: Foundations of Leadership, Leading Groups, History and Theories of Leadership.
1996-1997	Visiting Assistant Professor of Management, Krannert School of Management, Purdue University. Courses taught: Organizational Behavior, Human Resources Management.
1994-1996	Assistant Professor of Management, College of Business, Arkansas State University. Courses taught: Organizational Behavior, Principles of Management, Team Building and Leadership, MBA Seminar in Leadership, MBA Seminar in Contemporary Issues.

REFEREED JOURNAL ARTICLES

Hansbrough, T. K., Hanges, P. J., & Lord, R. G. (in press). When dimensions collide: The risks of unjustified simplification of complex leadership concepts. *Journal of Management Scientific Reports*.

Gooty, J., Banks, G., Tsai, C., Hansbrough, T. K., Harms, P., & Walsh, S. (accepted). Beyond the leader: A call to direct toward the ship in leader-ship science. *Journal of Management Studies*.

Hansbrough, T. K., Lord, R. G., Schyns., B., Foti, R. J., Liden, R., & Acton, B. (2021). Do you remember? Rater memory systems and leadership measurement. *The Leadership Quarterly*, 32, 101455.

Lord, R. G., Epitropaki, O., Foti, R.J., & Hansbrough, T. K. (2020). Implicit leadership and followership theories and dynamic processing of leadership information. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 49-74.

*Walker, D.O., Riggio, R., Reichard, B. J., & Hansbrough, T. K. (2020). Who might support a tyrant? An exploration of links between adolescent family conflict and endorsement of tyrannical implicit leadership theories. *Journal of Leadership and Organizational Studies*, 27, 340-356.

Hansbrough, T.K., & Schyns, B. (2018). The appeal of transformational leadership. *Journal of Leadership Studies*, 12, 19-32.

Foti, R. J. ., Hansbrough, T. K., & Epitropaki, O. (2017). Dynamic viewpoints on implicit leadership and followership theories: Approaches, findings, and future directions. *The Leadership Quarterly*, 28, 261-267.

Hansbrough, T. K., Lord, R. G., & Schyns, B. (2015). Reconsidering the accuracy of follower leadership ratings. *The Leadership Quarterly*, 26, 220-237. Winner 2015 Leadership Quarterly Best Paper Award.

Hansbrough, T. K., & Jones, G. E. (2014). Inside the minds of narcissists: How narcissistic leaders' cognitive processes contribute to abusive supervision. *Zeitschrift fur Psychologie*, 222, 214-220.

Hansbrough, T. K., (2012). The construction of a transformational leader: Follower attachment and leadership perceptions. *Journal of Applied Social Psychology*, 42, 1533-1549.

Schyns, B and Hansbrough, T. (2012). Romance of leadership scale and causal attributions. *Journal of Applied Social Psychology*, 42, 1870-1886.

Schyns, B. and Hansbrough T. (2008). Why the brewery ran out of beer - The attribution of mistakes in a leadership context. *Social Psychology*, 39, 197-203.

Keller, T. (2003). Parental images as a guide to leadership sensemaking: An attachment perspective on implicit leadership theories. *The Leadership Quarterly*, 14, 141-160.

Keller, T. & Dansereau, F. (2001). The effect of adding items to scales: An illustrative case of LMX. *Organizational Research Methods*, 4, 131-143.

Keller, T. & Cacioppe, R. (2001). Leader-follower attachments: Understanding parental images at work. *Leadership and Organization Development Journal*, 22, 70-75.

Keller, T. (1999). Images of the familiar: Individual differences and implicit leadership theories. *The Leadership Quarterly*, 10, 589-607.

Keller, T. & Olson, W.B. (1999). On the advisability of outdoor adventure training: Caveat emptor, *Review of Business*, 20, 4-6.

Keller, T. & Dansereau, F. (1995). Leadership and Empowerment: A Social Exchange Perspective, *Human Relations*, 48, 127-146.

Dansereau, F., Yammarino, F., Markham, S., Alutto, J.A., Newman, J., Nachman, S.A., Naughton, T.J., Kim, K., Kallabi, A., Lee, S., & Keller, T. (1995). Individualized leadership: A new multiple level approach, *The Leadership Quarterly*, 6, 413-450.

* Student

BOOKS

Braun, S., Hansbrough, T. K., Lord, R. G., Epitropaki, O., Hall, R., & Ruark, G. (Eds.) (2024). *Navigating leadership: Evidence-based strategies for your leadership development*. New York: Routledge.

Schyns, B. and Hansbrough, T. (Eds.) (2010). *When leadership goes wrong: Destructive leadership, mistakes and ethical failures*. Charlotte, NC: Information Age Publishing.

BOOK CHAPTERS

Hansbrough, T. K., Delice, F., & Foti, R. J. (2024). Memory, language, and feedback: Keys to successful leadership development. In S. Braun, T. K. Hansbrough, R. G. Lord, O. Epitropaki, R. Hall, and G. Ruark (Eds.) *Navigating leadership: Evidence-based strategies for your leadership development*. New York: Routledge.

Hansbrough, T and Schyns, B. (2010). Heroic illusions: How implicit leadership theories shape follower attributions about poor leader performance. In B. Schyns and T. Hansbrough (Eds.),

When leadership goes wrong: Destructive leadership, mistakes and ethical failures. Charlotte, NC: Information Age Publishing.

Hansbrough, T. (2007). Jumping frogs and the multi-level analysis of Leadership. In R.A. Couto (Ed.) *Reflections on Leadership*. Lanham, MD: University Press of America, pp. 67-77.

Hansbrough, T. (2005). Cognition matters: Leader images and their implications for organizational life. In B.Schyns & J.R. Meindl (Eds.), *Implicit leadership theories: Essays and explorations*. Greenwich, CT: Information Age Publishing.

Seers, A., Keller, T., & Wilkerson, J.M. (2003). Can team members share leadership? Foundations in research and theory. In C. Pearce and J.A. Conger (Eds.), *Shared leadership: Reframing the how's and why's of leadership*. Newbury Park, CA: Sage.

Dansereau, F., Yammarino, F., Markham, S., Alutto, J.A., Newman, J., Nachman. S.A., Naughton, T.J., Kim, K., Kallabi, A., Lee, S., & Keller, T. (1998). Individualized leadership: A new multiple level approach. In F. Dansereau & F.J. Yammarino (Eds.) *Leadership: Multiple level approaches*. Greenwich, CT: JAI Press.

Dansereau, F., Yammarino, F., Markham, S., Alutto, J.A., Newman, J., Nachman. S.A., Naughton, T.J., Kim, K., Kallabi, A., Lee, S., & Keller, T. (1998). Measures and assessments of support for self-worth and satisfying performance. In F. Dansereau & F.J. Yammarino (Eds.) *Leadership: Multiple level approaches*. Greenwich, CT: JAI Press.

Dansereau, F., Yammarino, F., Markham, S., Alutto, J.A., Newman, J., Nachman, S.A., Naughton, T.J., Kim, K., Kallabi, A., Lee, S., & Keller, T. (1998). Extensions to the individualized leadership approach: Placing the approach in context. In F. Dansereau & F.J. Yammarino (Eds.) *Leadership: Multiple level approaches*. Greenwich, CT: JAI Press.

PRESENTATIONS (REFEREED):

Hansbrough, T.K., Epistola, J. E., & Hanges, P.J. (2025). Rater memory and leadership assessment: Enhancing item design for better prediction. *Interdisciplinary Perspectives in Leadership Symposium*. Mykonos, Greece.

Havrylyshyn, A., McFarland, L., & Hansbrough, T. K. (2025). How interpretation of war events impacts work OCBs: The relevance of social history and relationships. *Academy of Management Conference*, Copenhagen, DK.

Liu, H., Hansbrough, T. K., Tang, G., & Dionne, D. S. (2025). Dyadic leader-member exchange development: The role of implicit theories. *Academy of Management Conference*, Copenhagen, DK.

Zheng, J. X., Hanges, P. J., Hansbrough, T. K., & Forgo, E. E. (2025). What We Recall Shapes How We Rate: Tackling Memory Bias in Leadership Assessments. *Academy of Management Conference*, Copenhagen, DK.

Hanges, P.J., Kauth, J., Forgo, E.E., Gruda, D., & Hansbrough, T.K. (2025). Primal Beliefs and Their Impact on Follower Behavior Across Cultures. [Poster]. **Society for Industrial and Organizational Psychology Annual Conference**, Denver, CO, United States.

Linnell, A. E., Reiter-Palmon, R., & Hansbrough, T. K. (2025). Intimidating innovators: Follower perceptions of creative yet abusive leaders. **Society for Industrial and Organizational Psychology Annual Conference**, Denver, CO, United States.

Braun, S. & Hansbrough, T. K. (2024). Navigating Leadership: Evidence-Based Strategies for Leadership Development. Caucus at the 84th Annual Meeting of the **Academy of Management**, Chicago.

Elfeki, Y., Foti, R. J., Acton, B. P., Hansbrough, T. K., & Lord, R. G. (April, 2024). Leadership or Likability? Exploring The Role of Affect in Leader Evaluations. **Society for Industrial and Organizational Psychology**, Chicago, IL.

Forgo, E. E., Hanges, P. J., & Hansbrough, T. K. (2024). Building science on sand: Measurement invariance and inclusive leadership. 7th **Interdisciplinary Perspectives of Leadership Symposium**, Thessaloniki, Greece.

Hanges, P.J., Kauth, J.M., Butler, A.I.B, Forgo, E.E., Gruda, J.,& Hansbrough, T. K. (2024). Primal beliefs regarding leaders and followers: A cross-cultural exploration. 7th **Interdisciplinary Perspectives in Leadership Symposium**. Thessaloniki, Greece.

Hansbrough, T. K. (2024). Leadership questionnaires in the age of AI: From traditional roots to AI and data science. Discussant. **Academy of Management**, Chicago.

Walker, D. O. H., Hansbrough, T.K., Sanchez, D. & Ehrhardt, K. (2024). Am I getting fired? How follower attachment shapes attributions for leader behavior. **Western Academy of Management Annual Meeting**, Long Beach, CA, United States.

Balthazard, P., Hansbrough, T. K., Hanges, P., Acton, B., Zheng, X., Lord, R. G., & Foti, R. J. (2023). An EEG investigation of rater memory process congruence in organizational leadership assessment. **AoM Community (NEU) Conference in Organisational Neuroscience**, Rotterdam.

Acton, B., Hansbrough, T. K., Foti, R. J., Delice, F., & Lord, R. G. (2022). Using predictive analysis to identify the memory processing of leadership items. **Society for Industrial/Organizational Psychology Conference**, Seattle, WA, United States.

Acton, B., Hansbrough, T.K., Foti, R.J., & Lord, R.G. (2021). An application and tutorial for creating within-person memory-sourced leadership scales. **Academy of Management**, Virtual Conference.

Acton, B., Hansbrough, T. K., Foti, R.J., & Lord, R. G. (2021). More than liking: The role of memory systems and language in leadership ratings. **Society for Industrial Organizational Psychology Conference**, Virtual Conference.

Hansbrough, T. K., Foti, R. J., Acton, B., & Lord, R. G. (2019). The critical role of episodic memory in the relationship between abusive leadership and outcomes. **Academy of Management Conference**, Boston, MA.

Reiter-Palmon, R., & Hansbrough, T.K. (2019). The creative leader: Competent but not warm. **European Association for Work and Organizational Psychology**, Turin, Italy.

Reiter-Palmon, R., & Hansbrough, T. K. (2017). The creative leader prototype. Presented at the **Society for Industrial Organizational Psychology Conference**, Orlando, FL.

Hansbrough, T. K. (2017). Deconstructing the appeal of toxic leaders. Presented and in the Proceedings of **International Conference on Business Management and Technology**, Vancouver, BC.

Hansbrough, T. K., Lord, R. G., & Schyns, B. (2016). Remember and know judgments as a screen for measurement development. Presented at the **Society for Industrial Organizational Psychology Conference**, Anaheim, CA.

Hansbrough, T. K. (2015). Lessons learned from the past to inform the future. Presented at the **Academy of Management Conference**, Vancouver, BC.

Sy, T., & Hansbrough, T. K. (2015). The impact of roles and task condition on implicit followership theories. Presented at **Academy of Management Conference**, Vancouver, BC.

Hansbrough, T. K., & Schyns, B. (2014). Remember v. know judgments: The illustrative case of the multifactor leadership questionnaire. Presented at the **Academy of Management Conference**, Philadelphia, PA.

Hansbrough, T. K. (2014). Transformational leadership through the lens of implicit leadership theories and individual differences. Presented at the **Institute of Work Psychology International Conference**, Sheffield, UK.

Hansbrough, T. K. (2013). Do leadership surveys say more about followers than leaders? Presented at the **Society for Industrial and Organizational Psychology Conference**, Houston, TX.

Hansbrough, T. K., & Jones, G. E., (2013). Narcissism and the justification of abusive supervision: A conceptual model. Presented at the **Eastern Academy of Management Conference**, Baltimore, MD.

Hansbrough, T.K. (2012). Individual differences and the appeal of transformational leadership. Presented at the **Society for Industrial and Organizational Psychology Conference**, San Diego, CA.

Hansbrough, T. K. (2012). Selective perception of transformational leadership: The role of attachment and implicit leadership theories. Presented at the **Society for Industrial and Organizational Psychology Conference**, San Diego: CA.

Schyns, B. & Hansbrough, T. (2009). Romance of leadership versus external attribution. Presented at the **British Academy of Management Conference**, Brighton, UK.

Schyns, B. & Hansbrough, T. (2007). Implicit leadership theories and the attribution of responsibility of mistakes to leaders: Can Romance of Leadership be applied to immediate leaders? Presented at the **British Academy of Management Conference**, Warwick, UK.

Hansbrough, T. (2005). Leadership: You can't always get what you want—Or can you? Presented at the **International Leadership Association Conference**, Amsterdam, The Netherlands.

Keller, T. (2004). Attachment and implicit leadership theories: Taking our parents to work. Presented at the **International Leadership Association Conference**, Washington, DC.

Keller, T. (2003). Crisis and leadership emergence: An examination of diverse theoretical perspectives. Presented at the **International Leadership Association Conference**, Guadalajara, Mexico.

Seers, A., & Keller, T. (2001). Who leads when no one is the supervisor: Can self-directing teams share leadership? Presented at the **Academy of Management Conference**, Washington, D.C.

Keller, T. (2000). Implicit leadership theories: An attachment perspective. Presented at the **International Leadership Association Conference**, Toronto, Canada, November, 2000.

Keller, T. (2000). The impact of the organization on implicit leadership theories: A social constructionist perspective. Presented at “Cognition in the Rough” **Academy of Management Conference**, Toronto, Canada.

Keller, T. (1999). On the importance of implicit leadership theories. Presented at the **International Leadership Association Conference**, Atlanta, GA.

Jablin, F. M., Miller, V.D., & Keller, T. (1999). Newcomer-leader role negotiation: Negotiation topics/issues, tactics, and outcomes. Presented at the **International Leadership Association Conference**, Atlanta, GA.

Keller, T. (1997). Uncharted territory: Mapping multiple levels of analysis perspective for Leadership. Presented at **Leadership at 20 Conference**, College Park, MD.

Keller, T. & Dansereau, F. (1995). LMX: Dyads embedded in groups or dyads independent of groups? Presented at **Academy of Management Conference**. Vancouver, BC.

Keller, T. (1995). Support for Self-Worth in Superior/Subordinate Relationships: A Model of Mutual Control, Presented at and in **Proceedings of The Association on Employment Practices and Principles**, 242, New Orleans, LA.

Keller, T. & Dansereau, F., (1994). Leader-member exchange and empowerment in superior/subordinate dyads. Presented at **Society for Industrial and Organizational Psychology Conference**. Nashville, TN.

Keller T. (1991). High yield investments: An extension of social exchange theory. Presented and in **Proceedings of the 12th Annual I/O Graduate Student Conference**. St. Louis, MO. Paper selected as finalist for the Lyman W. Porter award as Best Empirical Paper.

INVITED PRESENTATIONS

Hansbrough, T. K. (2017). The wider impact of the romance of leadership. Invited address, **International Leadership Association**, Brussels.

Hansbrough, T. K., (2017). How do we know what types of memories raters use? Guest lecture, MBA course Leadership Models and Methods, Penn State Great Valley.

Hansbrough, T. K. (2014). Conducting experiments as a means to examine destructive leadership and followership. Methods for Studying Destructive Leadership and Followership, Northern Advanced Research Training Initiative (NARTI)/ Durham University.

Keller, T. (2004). Building citizenship through a liberal-arts based leadership program. Invited address, **Leadership Educators Institute**, University of North Carolina Greensboro, NC.

Couto, R., Hickman, G.R., Keller, T. & Sorenson, G. (2004). Reflections on Burns' *Leadership* Invited panel, **International Leadership Association Conference**, Washington, DC.

GRANTS

2023-2026 Hansbrough, T. K., Hanges, P., Acton, B. P., Balthazard, P., & Zheng, X. “Rater Memory: The Missing Link to Improve Measurement” Army Research Institute for Behavioral and Social Sciences, W911NF-23-1-0336 \$943,043

2024 Dionne, S. D., Sayama, H., Hansbrough, T. K., Tsai, C., Eckardt, R., & Reynolds, L. Leadership development: A holistic and multi-level approach to individual growth and unit-level resources emergence. Army Research Institute for Behavioral and Social Sciences. Invited for full submission, not funded.

2022-2023 Hansbrough, T. K., Hanges, P., Acton, B. P., Balthazard, P., & Zheng, X. “Rater Memory and Measurement: Moving Toward Response Process Validity” Army Research Institute for Behavioral and Social Sciences, W911NF-21-S-0007 \$180,560

2020-2024 Foti, R. J., & Hansbrough, T. K. “The Role of Memory Systems in 360-Degree Feedback: Promoting Greater Inter-rater Agreement”, Army Research Institute for Behavioral and Social Sciences, W911NF-18-2-0049 \$99,311.00

2018-2022 Foti, R.J., Hansbrough, T. K., & Lord, R.G. “Episodic and Semantic Memory Effects of Leadership Measurement and Prediction of Leadership Outcomes”, Army Research Institute for Behavioral and Social Sciences, W911NF-18-1-0049 \$415,111.00

2015-2018 Lord, R.G., Hansbrough, T.K., Epitropaki, O., Riggio, R., Foti, R. J., Murphy, S. E., & Johnson, S. “Network of Implicit Leadership Theory (ILT) Scholars” Leverhulme Trust, £99,833.

2010 Hansbrough, T.K. *Leadership and Public Policy Institute*, Martha Holden Jennings Foundation. Grant A-38-09, \$25,050

2008-2009 Hansbrough, T. K., *Leadership and Public Policy Institute* , Cleveland Foundation. Grant L-2008-0241, \$20,024.

2008 Hansbrough, T. K. *Leadership and Public Policy Institute*, Martha Holden Jennings Foundation. Grant A-105-07, \$35,060.

2007 Hansbrough, T. K. *Leadership and Public Policy Institute*, Cleveland Foundation. Planning Grant L-2007-0016, \$10,000.

WORK IN PROGRESS

Acton, B., Foti, R., Hansbrough, T. K., & Lord, R.G. Leveraging memory systems and language to reduce the impact of liking on leadership ratings. Manuscript in preparation.

Forgo, E. E., Hanges, P. J., & Hansbrough, T. K. Building science on sand: Measurement invariance and gender differences in ratings of abusive leadership. Data analysis stage.

Hanges, P.J., Kauth, J.M., Butler, A.I.B, Forgo, E.E., Gruda, J., & Hansbrough, T. (2024). Primal beliefs regarding leaders and followers: A cross-cultural exploration. Pilot data analysis stage.

Hansbrough T. K., Foti, R. J., & Emich, K. Full circle: How a vector approach reflects the original purpose of 360-degree feedback. Manuscript in preparation.

Hansbrough, T .K., Hanges, P., Lord, R. G., & Cho, Y. What do we really know about leadership and performance? Data collection stage.

Havrylyshyn, A., McFarland, L. & Hansbrough, T. K. Citizenship solidier: How war impacts OCBs. Manuscript in preparation.

Liu, H., Kim, J., Hansbrough, T. K. & Tsai, C. LMX: Revisiting the assumption of a shared reality. Manuscript in preparation.

Linnell, A. E., Reiter-Palmon, R. & Hansbrough, T. K. A free pass? Follower perceptions of creative yet abusive leaders. Manuscript in preparation.

Lyle, M. C. B., & Hansbrough, T. K. Within you without you: Towards an integrated understanding of collective memory. Manuscript in preparation.

Walker, D. H., Hansbrough, T. K., & Ehrhardt, K., Am I getting fired? How follower attachment shapes attributions for leader behavior. Manuscript in preparation.

POST-GRADUATE SUPERVISION AND DIRECTED LEARNING

Dissertation Chair (2024-2025)

Advised: Huanxin Liu, Binghamton University

Disseration Defence Committee Member (2025)

Advised: Aimee Johnson

Dissertation Defense Committee Member (2023)

Advised: Fuhe Jin, Binghamton University

Dissertation Defense Committee Member (2022)

Advised: Angelique Fu, Durham University

Undergraduate Honors Thesis, "How to Succeed in the Music Industry." (2017 - 2018).

Advised: Jeff Miller, Fairleigh Dickinson University

Dissertation Defense Committee Member (2017)
Advised: Danya Walker, Claremont Graduate University

Dissertation Defense Committee Member (2017)
Advised: Lena Staudgil, Durham University

Dissertation Defense Committee Member (2015)
Advised: Chanyu Hao, Binghamton University

Dissertation Defense Committee Member (2014)
Advised: Chou-Yu (Joey) Tsai, Binghamton University

PhD Comprehensive Exam Committee
Chunghyun Oh (2024)
Jinhee Moon (2024)

AWARDS, AND HONORS

- Silberman College of Business, Global Faculty Fellow 2016-2018.
- Silberman College of Business Teacher of the Year, 2016-2017.
- Finalist, Outstanding Teaching Award, 16th Annual Maddie Awards (student government association), 2017.
- 2015 The Leadership Quarterly Best Paper for article entitled, *Reconsidering the accuracy of follower leadership ratings*. Sponsored by Center for Creative Leadership.
- Invited participant, Durham University Business School Research Incubator on Leadership and Followership Perceptions, September 2013.
- Baldwin-Wallace College 2005 Positive Force Award
- Baldwin-Wallace College 2005 Finalist, Strosacker Teaching Award

PROFESSIONAL AND UNIVERSITY SERVICE

Associate Editor, *Journal of Leadership and Organizational Studies*

Associate Editor, Special issue on Practical implications based on causal evidence. *Leadership Quarterly*, forthcoming 2026.

Associate Editor, Special issue on Dynamic viewpoints on implicit leadership and followership theories. *Leadership Quarterly*, 2017.

Editorial Board Member, *Leadership Quarterly*, *European Journal of Work and Organizational Psychology*, *Psychology of Leaders and Leadership*

Reviewer, *Academy of Management Journal*, *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, *Journal of Applied Social Psychology*, *Journal of Managerial Psychology*, *Journal of Social and Personal Relationships*, *Organization Management Journal*.

2025-2027	Member, All University Personnel Committee, Binghamton University
2024-2025	Chair, Junior Personnel Committee, School of Management, Binghamton University
2025	Chair, Analytics Search Committee, School of Management, Binghamton University
2025	Member, Associate Dean Search Committee, School of Management, Binghamton University
2024-2026	Faculty Senate, Binghamton University
2024-2025	Member, Marketing Search Committee, School of Management, Binghamton University
2024-2025	Commencement volunteer, School of Management, Binghamton University
2023-2024	Provost's Task Force on Research Prominence, Binghamton University
2023-present	Member, Dean's Advisory Committee, School of Management, Binghamton University
2023-present	Member, Strategic Planning Committee, School of Management, Binghamton University
2023-present	Member, Junior Personnel Committee, School of Management, Binghamton University
2023-2024	Member, Leadership and Organizational Sciences, Search Committee, School of Management, Binghamton University
2023-2024	Member, Marketing Search Committee, School of Management, Binghamton University

2020-2023	Member, Silberman College of Business Second Level Personnel Review Committee, Fairleigh Dickinson University
2019-2020	Member, University Grievance Committee, Fairleigh Dickinson University
2016-2018	Chair, College Educational Planning Committee, Fairleigh Dickinson University, Silberman College of Business
2014-2016	Chair, Graduate Curriculum Committee, Fairleigh Dickinson University, Silberman College of Business
2013-2014	Member, College Educational Planning Committee, Fairleigh Dickinson University, Silberman College of Business
2012-2013	Member, Student Development Committee, Fairleigh Dickinson University, Silberman College of Business.
2013	Discussant, Implicit leadership theories (2): Measurement and methods, Society for Industrial and Organizational Psychology, Houston, TX.
2000- present	Reviewer for Academy of Management Conference
2000-present	Reviewer for SIOP Conference

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

Society for Industrial and Organizational Psychology