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 h-index: 13 ([Google Scholar](#))  
 Citations: 1,296

**EDUCATION**

- 2015      Ph.D., Binghamton University, State University of New York  
 Major: Leadership and Organizational Behavior  
 Minor: Advanced Research Methods  
 Dissertation: *Effects of Behavioral Scripts on Leadership Process: A Cognitive and Multilevel Perspective*
- 2007      M.S., National Taiwan University, Taipei, Taiwan  
 Concentration: Experimental & Cognitive Psychology  
 Thesis: *Coordinating Dual n-back Task: Role of Memory Load and Operation Sameness*
- 2005      B.S., National Taiwan University, Taipei, Taiwan  
 Major: General Psychology

**PROFESSIONAL EXPERIENCE**

- 2022-present    Osterhout Assistant Professor of Entrepreneurship, School of Management, Binghamton University, State University of New York
- 2018-2022      Assistant Professor of Management, School of Management, Binghamton University, State University of New York
- 2018-present    Fellow, Bernard M. & Ruth R. Bass Center for Leadership Studies (CLS) Binghamton University, State University of New York  
<https://www.binghamton.edu/som/cls/contact.html>
- 2018-present    Fellow, Center for Collective Dynamics of Complex Systems (CoCo)

Binghamton University, State University of New York  
<http://coco.binghamton.edu/>

- 2019-present Fellow, Center for Cognitive and Psycholinguistic Sciences (CaPS)  
 Binghamton University, State University of New York  
<https://www.binghamton.edu/psychology/graduate/cognitive-brain-sciences/caps.html>
- 2017-2018 Assistant Professor of Management and Organization  
 School of Graduate Professional Studies, Management Division  
 Pennsylvania State University, Great Valley
- 2015-2017 Assistant Professor of Management, College of Business and Economics  
 California State University, Los Angeles
- 2011-2015 Research Assistant and Instructor, School of Management  
 Binghamton University, State University of New York
- 2009-2011 Research Associate and Managerial Consultant, Center for Industrial &  
 Commercial Psychology Studies, National Taiwan University  
 (Supervised by Professor Bor-Shiuan Cheng, *Industrial & Organizational Psychology*)
- 2007-2009 Research Associate, Institute for Advanced Studies in Humanities and Social  
 Science, National Taiwan University
- 2006 Project Manager, National Applied Research Lab,  
 Taiwan National Science Council
- 2002-2007 Research and Teaching Assistant, Human Attention and Memory Lab,  
 National Taiwan University  
 (Supervised by Professor Yei-Yu Yeh, *Experimental & Cognitive Psychology*)

## RESEARCH INTERESTS

My research focuses on studying leadership and entrepreneurship through the lens of multilevel and interdisciplinary methodologies. My research topics include leadership in robotic technology, human capital resource emergence, virtual, and sports settings.

## TECHNICAL SKILLS

### *Programming Skills*

R & Python

### *Statistical Expertise*

Polynomial regression analysis with the response surface method, multilevel and growth modeling, within-and-between analysis (WABA), network analysis, and agent-based simulation

**JOURNAL ARTICLES (21)**

- Wang, A.-C., Tsai, C.-Y., Wang, S.-B., & Dai, H.-Q. (in press). When does paternalistic control positively relate to job satisfaction and citizenship behavior in Taiwan? The role of follower expectation. *Journal of Applied Psychology*.
- Brimhall, K. C., Tsai, C.-Y., Eckardt, R., Dionne, S., Yang, B., & Sharp, A. (2023). The effects of leadership for self-worth, inclusion, trust, and psychological safety on medical error reporting. *Health Care Management Review, 48*(2), 120–129. <https://doi.org/10.1097/HMR.0000000000000358>
- Chao, C.-H., Kao, S.-F., & Tsai, C.-Y. (2023). Coaching efficacy and coaching effectiveness in predicting athlete satisfaction: A self-other agreement framework. *International Journal of Sports Science & Coaching, 18*(2), 350–360. <https://doi.org/10.1177/17479541221138043>
- Zhu, Y., Tsai, C.-Y., Wang, Y., & Guo, Z. (2023). Does leader-follower PsyCap congruence cultivate change-related outcomes? A supervisor-subordinate fit perspective. *Journal of Leadership & Organizational Studies, 30*(1), 25–39. <https://doi.org/10.1177/15480518221132037>
- Tsai, C.-Y., Kim, J., Jin, F., Jun, M., Cheong, M., & Yammarino, F. J. (2022). Polynomial regression analysis and response surface methodology in leadership research. *The Leadership Quarterly, 33*(1), 101592. <https://doi.org/10.1016/j.leaqua.2021.101592>
- Tsai, C.-Y., Marshall, J. D., Choudhury, A., Serban, A., Tsung-Yu Hou, Y. Y., Jung, M. F., Dionne, S. D., & Yammarino, F. J. (2022). Human-robot collaboration: A multilevel and integrated leadership framework. *The Leadership Quarterly, 33*(1), 101594. <https://doi.org/10.1016/j.leaqua.2021.101594>
- Wang, A.-C., Chen, Y., Hsu, M.-S., Lin, Y.-C., & Tsai, C.-Y. (2022). Role-based paternalistic exchange: Explaining the joint effect of leader authoritarianism and benevolence on culture-specific follower outcomes. *Asia Pacific Journal of Management, 39*(2), 433–455. <https://doi.org/10.1007/s10490-020-09732-y>
- Eckardt, R., Crocker, A., & Tsai, C.-Y. (2021) Clarifying and empirically assessing the concept of human capital resource emergence. *The International Journal of Human Resource Management, 32*(2), 279–306. <https://doi.org/10.1080/09585192.2020.1800784>
- Eckardt, R., Tsai, C.-Y., Dionne, S. D., Dunne, D., Spain, S. M., Park, J. W., Cheong M., Kim, J., Guo, J., Hao, C., & Kim, E. I. (2021). Human capital resource emergence and leadership. *Journal of Organizational Behavior, 42*(2), 269–295. <https://doi.org/10.1002/job.2446>
- Kao, S.-F., Tsai, C.-Y., & Schinke, R. (2021). Investigation of the interaction between coach transformational leadership and coaching competency change over time. *International Journal of Sports Science & Coaching, 16*(1), 44–53. <https://doi.org/10.1177/1747954120953946>

- Kim, J., Yammarino, F. J., Dionne, S. D., Eckardt, R., Cheong M., Tsai, C.-Y., Guo, J., & Park, J. W. (2020) State-of-the-science review of leader-follower dyads research. *The Leadership Quarterly*, 31(1), 101306. <https://doi.org/10.1016/j.leaqua.2019.101306>
- Wegmann, J., Marshall, J. D., Tsai, C.-Y., & Dionne, S. D. (2020). Health education and changing stress mindsets: The moderating role of personality. *American Journal of Health Education*, 51(4), 244–256. <https://doi.org/10.1080/19325037.2020.1767002>
- Yammarino, F. J., Cheong, M., Kim, J., & Tsai, C.-Y. (2020). Is leadership more than “I like my boss”? *Research in Personnel and Human Resources Management*, 38, 1–55. ISSN: 0742-7301/<https://doi.org/10.1108/S0742-730120200000038003>
- Cheong, M., Yammarino, F. J., Dionne, S. D., Spain, S. M., & Tsai, C.-Y. (2019). A review of the effectiveness of empowering leadership. *The Leadership Quarterly*, 30(1), 34–58. <https://doi.org/10.1016/j.leaqua.2018.08.005>
- Kao, S.-F., Tsai, C.-Y., Schinke, R., & Watson II, J. C. (2019). A cross-level moderating effect of team trust on the relationship between transformational leadership and team cohesion. *Journal of Sports Sciences*, 37(24), 2844–2852. <https://doi.org/10.1080/02640414.2019.1668186>
- Wang, A.-C., Tsai, C.-Y., Dionne, S. D., Yammarino, F. J., Spain, S. M., Ling, H.-C., Huang, M.-P., Chou, L.-F., & Cheng, B.-S. (2018). Benevolence-dominant, authoritarianism-dominant, and classical paternalistic leadership: Testing their relationships with subordinate performance. *The Leadership Quarterly*, 29(6), 686–697. <https://doi.org/10.1016/j.leaqua.2018.06.002>
- Tsai, C.-Y., Dionne, S. D., Wang, A.-C., Spain, S. M., Yammarino, F. J., & Cheng, B.-S. (2017) Effects of relational schema congruence on leader-member exchange. *The Leadership Quarterly*, 28(2), 268–284. <http://dx.doi.org/10.1016/j.leaqua.2016.11.005>
- Kao, S.-F. & Tsai, C.-Y. (2016). Transformational leadership and athlete satisfaction: The mediating role of coaching competency, *Journal of Applied Sport Psychology*, 28(4), 469–482. <http://dx.doi.org/10.1080/10413200.2016.1187685>
- Cheng, B.-S., Boer, D., Chou, L.-F., Huang, M.-P., Yoneyama, S., Shim, D., Sun, J.-M., Lin, T.-T., Chou, W.-J., & Tsai, C.-Y. (2014). Paternalistic leadership in four East Asian societies: Generalizability and cultural differences of the triad model. *Journal of Cross-Cultural Psychology*, 45(1), 82–90. <http://dx.doi.org/10.1177/0022022113490070>
- Wang, A.-C., Jiang, J. T.-J., Tsai, C.-Y., Lin, T.-T., & Cheng, B.-S. (2013). Gender makes the difference: The moderating role of leader gender on the relationship between leadership styles and subordinate performance. *Organizational Behavior and Human Decision Processes*, 122(2), 101–113. <http://dx.doi.org/10.1016/j.obhdp.2013.06.001>

Wang, A.-C., Hsieh, H.-H., Tsai, C.-Y., & Cheng, B.-S. (2012). Does value congruence lead to voice? Cooperative voice and cooperative silence under team and differentiated transformational leadership. *Management and Organization Review*, 8(2), 341–370. <http://dx.doi.org/10.1111/j.1740-8784.2011.00255.x>

### CONFERENCE ARTICLES/ABSTRACTS/PRESENTATIONS (75)

Chao, C.-H., Eckardt, R., Kao, S.-F., & Tsai, C.-Y. (2023) The development of human capital resource emergence and the effects of emergence-enabling state. *Academy of Management Conference*, 83, HR Division (Presentation).

Liu, H. Kim, J., Tsai, C.-Y., Yammarino, F. J., & Cheong, M. (2023). Measurement equivalence in dyadic research: Implications of differential item functioning. *Academy of Management Conference*, 83, RM Division (Presentation).

Moon, J. Oh, C., & Tsai, C.-Y. (2023) Subgroups via a co-evolution network framework: A review of faultlines, coalitions, and cliques. *Academy of Management Conference*, 83, OB/HR Divisions (Presentation).

Tsai, C.-Y. (2023). The implications of polynomial regression analysis and response surface methodology. *Research Methods in Organizational Behavior Workshop*. Center for Industrial & Commercial Psychology Studies, National Taiwan University, Taipei, Taiwan (Invited Address).

Tsai, C.-Y. (2023). Leadership studies: Current challenges and future directions. PhD seminar, School of Business, Seoul National University, Seoul, South Korea (Invited Address).

Tsai, C.-Y. (2023). Leadership studies: Current challenges and future directions. School of Management, Kyung Hee University, Seoul, South Korea (Invited Address).

Tsai, C.-Y. (2023). Leadership in organizations. Graduate student seminar, Institute of Technology Management, National Tsing Hua University, Hsinchu City, Taiwan (Invited Address).

Tsai, C.-Y. (2023). Leadership in sports settings. Department of Kinesiology, National Tsing Hua University, Hsinchu City, Taiwan (Invited Address).

Jin, F., Chao, C.-H., Shimaoka M., Kito, T., Sayama, H. & Tsai, C.-Y. (2023). Leader emergence in virtual groups: An exploration on group dynamics using machine learning techniques. *Society for Industrial and Organizational Psychology Conference*, 38, Symposium: *Studying leadership through big data methods* (Presentation).

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

- Kito, T., Shimaoka M., Sayama, H., Jin, F., Chao, C.-H., & Tsai, C.-Y. (2022). Faculty development program for entrepreneurship: An evidence-based framework. *Japan Society for Research Policy and Innovation Management*, 37 (Presentation).
- Tsai, C.-Y. (2022). Utilizing machine learning to unveil group dynamics videos in the virtual environment: Theory, measurement, and analyses. *Research Method Professional Development Workshop*. Kanagawa University of Human Services, Kanagawa, Japan & Waseda University, Tokyo, Japan (Invited Address).
- Oh, C., Paik, M. S., & Tsai, C.-Y. (2022). Linking servant leadership, self-perceived status, and employee creativity: A moderated mediation model. *Southern Management Association Conference* (Presentation).
- Topaloglu, E., Jin, F., Tsai, C.-Y., Liu, Y., & Taras, V (2022). Temporal changes in team efficacy perceptions in virtual teams: The moderating role of emotion regulation. *Southern Management Association Conference* (Presentation).
- Yang, B., Chao, C.-H., Jin, F., Tsai, C.-Y., Liu, Y., & Taras, V. (2022). Effects of personality on leader emergence in virtual teams: An interactive and longitudinal investigation. *Southern Management Association Conference* (Presentation).
- Tsai, C.-Y., Marshall, J. D., Choudhury, A., Serban, A., Hou, Y. T.-Y., Jung, M. F., Dionne, S. D. & Yammarino, F. J. (2022). Human-robot collaboration in organizations: A multilevel and complementary perspective. *Academy of Management Conference*, 82, Symposium: *Examining Individual and Team Phenomena in the Context of Robots and AI Agents*, OB/CTO/CM Divisions (Presentation).
- Brimhall, K. C., Tsai, C.-Y., Eckardt, R., Dionne, S. D., & Yang, B. (2022). How do leaders reduce medical errors? Inclusion, trust, and psychological safety. *Academy of Management Conference*, 82, HCM Division (Presentation).
- Chao, C.-H., Kao, S.-F., & Tsai, C.-Y. (2022). Coaching efficacy in predicting athlete satisfaction: A self-other agreement model. *Academy of Management Conference*, 82, OB Division (Presentation).
- Jin, F., Shimaoka M., Kito, T., Sayama, H., Chao, C.-H., & Tsai, C.-Y. (2022). Learning effectiveness of virtual entrepreneurship programs: A multilevel evaluation framework. *Academy of Management Conference*, 82, TLC Division (Presentation).
- Tsai, C.-Y. (2022). The implications of polynomial regression analysis and response surface methodology. *Research Methods in Organizational Behavior Workshop*. Philips Taiwan Quality Foundation and Center for Industrial & Commercial Psychology Studies, National Taiwan University, Taipei, Taiwan (Invited Address).
- Tsai, C.-Y. (2022). Leadership studies: Past, current, and future. *Taiwanese Association of Industrial and Organizational Psychology*, 5, Taipei, Taiwan (Invited Keynote Address).

- Tsai, C.-Y. (2022). Measuring the effectiveness of entrepreneurship education program: Why, what, and how? *Special panel talk for Tokyo United Network for Innovation with Technology and Entrepreneurs (T-UNITE)*. Waseda University, Tokyo, Japan. (Invited Address).
- Reynolds, L. M., Tsai, C.-Y., Zale, E. L., & Mastroleo, N. R. (2022). An examination of athlete status as a moderator of multiple alcohol and marijuana use relationships in college. *Research Society on Alcoholism Scientific Meeting*, 45 (Poster).
- Tsai, C.-Y., Kim, J., Jin, F., Jun, M., & Cheong, M. (2021). Polynomial regression and response surface methodology in leadership research. *Academy of Management Conference*, 81, RM Division (Presentation).
- Jin, F., Topaloglu, E., Tsai, C.-Y., & Liu, Y. (2021). Team conflict perception over time in virtual teams: A cross-level moderating role of cultural value. *Academy of Management Conference*, 81, CM Division (Presentation).
- Yang, B., Eckardt, R., Jin, F., & Tsai, C.-Y. (2021). Organizational influence across CEO life cycle: The moderating roles of prior performance and status. *Academy of Management Conference*, 81, STR Division (Presentation).
- Marshall, J. D., Tsai, C.-Y., Yammarino, F. J., Dionne, S. D., & Eckardt, R. (2021). Machiavellianism: Could a new operationalization spark a new conversation? *Southern Management Association Conference* (Presentation).
- Yang, B., Zhu Y., Wang, Y., & Tsai, C.-Y. (2021). Indirect effects of leader affiliative and aggressive humor on subordinate feedback seeking and avoiding behaviors. *Southern Management Association Conference* (Presentation).
- Chao, C.-H., Kao, S.-F., & Tsai, C.-Y. (2021). Coach- and athlete-rated coaching competency in predicting athlete outcomes: A self-other agreement framework. *Taiwan Association of Industrial and Organizational Psychology*, 4 (Presentation).
- Kao, S.-F., Tsai, C.-Y., & Chao, C.-H. (2021). Linking coach personality, athlete maturation, and coaching effectiveness via transformational leadership: A moderated mediation model. *Taiwan Association of Industrial and Organizational Psychology*, 4 (Presentation).
- Marshall, J. D., Kao, S.-F., Tsai, C.-Y. (2021). LMX differentiation from a leader's perspective. *PhD Project – Baruch College Research Symposium*, 3 (Presentation).
- Tsai, C.-Y., Marshall, J. D., Eckardt, R., Maupin, C., Serban A., Dionne, S. D., Jung, M. F., & Hou, Y. T.-Y. (2020). Robots in knowledge intensive organizations: A complementary and human capital resource emergence integrated perspective. *Academy of Management Conference*, 80, Symposium: *When teams consist of more than humans: On teaming up with robots and AI in workplaces*, OB/MOC/OCIS Divisions (Presentation).

- Tsai, C.-Y., Marshall, J. D., Choudhury, A., Serban, A., Hou, Y. T.-Y., Jung, M. F., & Yammarino, F. J. (2020). Robotic leadership: A systematic and multilevel framework. *Society for Industrial and Organizational Psychology Conference*, 35 (Poster).
- Choudhury, A., Zhu, Y., Wang, Y., Marshall, J. D., Tsai, C.-Y., & Dionne, S. D. (2020). Effect of individualized leadership on creative performance: A dual-stage moderated mediation approach. *Southern Management Association Conference* (Presentation).
- Marshall, J. D., Zhu, Y., Wang, Y., Choudhury, A., Tsai, C.-Y., & Yammarino, F. J. (2020). Leader-follower affective congruence and follower outcomes: The mediating role of leader-member exchange. *Southern Management Association Conference* (Presentation).
- Tsai, C.-Y., Kao, S.-F., Marshall, J. D., & Cheong, M. (2019). Leader-member exchange development: A multilevel investigation. *Academy of Management Conference*, 79, OB Division (Presentation).
- Guo, J., Dionne, S. D., & Tsai, C.-Y. (2019). Ineffective leadership: Intentionality and attribution to explain unintended hostility. *Academy of Management Conference*, 79, OB Division (Presentation).
- Marshall, J. D., Kao, S.-F., & Tsai, C.-Y. (2019) Risk-adjusted performance returns and follower satisfaction: The mediating role of leader-rated leader-member exchange. *Southern Management Association Conference* (Presentation).
- Tsai, C.-Y. (2019). Leadership development in sport settings: A psychological approach. *Special Guest Forum for Men's Tennis Team*. Binghamton University, State University of New York (Invited Address).
- Tsai, C.-Y. & Marshall, J. D. (2019). Leader-member exchange and learning goal orientation. *Taiwan Association of Industrial and Organizational Psychology*, 2 (Presentation).
- Tsai, C.-Y. (2019). Leadership dynamics: A micro and macro integrated perspective. *Advanced Organizational Behavior Seminar*. Department of Psychology, National Taiwan University, Taipei, Taiwan (Invited Address).
- Tsai, C.-Y. (2019). Leadership: A multilevel framework perspective. *PhD Research Seminar*. College of Management, Yuan Ze University, Taoyuan, Taiwan (Invited Address)
- Tsai, C.-Y. (2019). Effects of relational schema congruence on leader-member exchange. *CoCo Seminar Series*. School of Engineering, Binghamton University, State University of New York (Invited Address).
- Tsai, C.-Y. & Chang, J. (2019). Unity of heaven and humanity: The philosophy of leadership and ancient Chinese art, *Public Lecture Series*. Broome County Arts Council, Binghamton, NY (Invited Address).



- Tsai, C.-Y. (2018). Leader efficacy changes over time: A cross-level moderating effect of transformational leadership. *Academy of Management Conference, 78*, OB Junior Faculty Workshop (Proposal).
- Tsai, C.-Y. (2018). Leadership and positivity. *Taiwan Association of Industrial and Organizational Psychology, 1* (Presentation).
- Tsai, C.-Y. (2018). Paternalistic leadership effectiveness. *SOM Joint Board Meeting*. School of Management, Binghamton University, State University of New York (Invited Address).
- Eckardt, R., Dionne, S. D., Tsai, C.-Y., Dunne, D., Spain, S. M., Park, J. W., Cheong, M., Kim, J., Guo, J., Hao, C., & Kim, E. I. (2017). Human capital resource emergence and leadership. *Academy of Management Conference, 77*, BPS Division (Presentation).
- Zhu, Y., Wang, Y., & Tsai, C.-Y. (2017). Effects of leader-follower psychological capital congruence on follower openness to change and outcomes. *Academy of Management Conference, 77*, OB Division (Presentation).
- Tsai, C.-Y. (2017). Coaching competency changes over time: A cross-level moderating effect of transformational leadership. *Ph.D. Research Seminar*. John Molson School of Business, Concordia University, Montreal, Canada (Invited Address).
- Tsai, C.-Y., Zhu, Y., & Wang, Y. (2017) Effects of transformational leadership on employee creativity: The mediating role of autonomous extrinsic motivation. *The 7th Annual International Research Exchange & Faculty Development Conference*. Chinese University of Hong Kong, Hong Kong, China (Invited Address).
- Zhu, Y., Tsai, C.-Y., & Cheng, B.-S. (2017). Leadership effectiveness: A systematic framework (East vs. West). *Leadership Series in EMBA Program*. School of Management, Jinan University, Guangzhou, China (Invited Address).
- Wang, A.-C., Tsai, C.-Y., Dionne, S. D., Spain, S. M., Yammarino, F. J., Cheng, B.-S., & Lin, Y.-C. (2016). Firm yet caring: The curvilinear effect of paternalistic leadership on performance. *Academy of Management Conference, 76*, OB Division (Presentation). **Best Paper Award Nominated**
- Tsai, C.-Y. (2016). Leadership development. *Business Honor Program*. College of Business and Economics, California State University, Los Angeles (Invited Address).
- Tsai, C.-Y. (2016). The implications of polynomial regression analysis and response surface methodology. *Research Methods in Organizational Behavior Workshop*. Philips Taiwan Quality Foundation and Center for Industrial & Commercial Psychology Studies, National Taiwan University, Taipei, Taiwan (Invited Address).
- Hao, C., Dionne, S. D., Serban, A., Sotak, K. L., Tsai, C.-Y., & Gupta, A. (2015). Levels of analysis in social network research: A state-of-the-science review. *Academy of Management Conference, 75*, OB Division (Presentation).

- Kao, S.-F. & Tsai, C.-Y. (2015). Transformational leadership and athlete satisfaction: The mediating role of coaching competency. *Journal of International & Interdisciplinary Business Research Symposium* (Presentation).
- Tsai, C.-Y. (2015). Paternalistic leadership: Current issues and future directions. *Human Resource Management Seminar*. School of Business Administration, South China of Technology University, Guangzhou, China (Invited Address).
- Tsai, C.-Y. (2015). Paternalistic leadership in a global context. *Research Seminar*. School of Management, Jinan University, Guangzhou, China (Invited Address).
- Tsai, C.-Y. (2015). Leadership research approaches and strategies. *PhD Seminar*. College of Commerce, Department of Business Administration, National Chengchi University, Taipei, Taiwan (Invited Address).
- Tsai, C.-Y., Spain, S. M., Cheng, B.-S., Huang, M.-P., & Jen, C.-H. (2014). Congruent effects of goal orientation on leader-member exchange and work outcomes. *Academy of Management Conference, 74*, OB Division (Presentation).
- Tsai, C.-Y. (2014). The implications of polynomial regression analysis and response surface methodology. *Research Methods in Organizational Behavior Workshop*. Philips Taiwan Quality Foundation and Center for Industrial & Commercial Psychology Studies, National Taiwan University, Taipei, Taiwan (Invited Address).
- Tsai, C.-Y., Spain, S. M., & Wang, A.-C. (2013). Paternalistic leadership: Impact of authoritarianism and benevolence on subordinate performance. *Academy of Management Conference, 73*, OB Division (Presentation).
- Tsai, C.-Y. (2013). Congruent effect of goal orientation combinations on individualized leadership. *Academy of Management Conference, 73*, Leadership PDW: A mentoring session to promote high quality leadership research (Proposal).  
**Best Research Proposal Overall Award**
- Tsai, C.-Y., Cheng, B.-S., & Spain, S. M. (2013). Paternalistic leadership effectiveness: Joint effect of authoritarianism and benevolence. *Society for Industrial and Organizational Psychology Conference, 28* (Poster).
- Spain, S. M., Tsai, C.-Y., & Sotak, K. L. (2013). Is that relationship really linear? Comparing linear and additive models. *Society for Personality and Social Psychology Conference, 14* (Presentation).
- Tsai, C.-Y., Wang, A.-C., Cheng, B.-S., & Chien, C.-J. (2012). Effects of relational schema combination on leader-member exchange quality. *Academy of Management Conference, 72*, OB Division (Presentation).

- Tsai, C.-Y. (2012). Paternalistic leadership: Its effect on job performance and cultural boundary. *Academy of Management Conference, 72*, Leadership PDW: Elevating leadership research: An informal mentoring session with global scholars (Proposal). **Best Research Proposal Award**
- Tsai, C.-Y., Huang, M.-P., Cheng, B.-S., Sotak, K. L., Spain, S. M., & Chou, W.-J. (2012). Joint effect of leader-member and team-member exchange quality on working related outcomes. *Southern Management Association Conference* (Presentation).
- Chou, W.-J., Boer, D., Chou, L.-F., Tsai, C.-Y., Sun, J. M., & Yoneyama, S. (2011). Authoritarianism leadership effectiveness: Cross-cultural differences between two East Asian countries. *International Association for Cross-Cultural Psychology Conference* (Presentation).
- Wang, A.-C., Tsai, C.-Y., Lin, T.-T., & Cheng, B.-S. (2011). Effects of authoritarian and benevolent leadership: Leader's gender matters. *Academy of Management Conference, 71*, OB Division (Presentation).
- Lin, T.-T., Cheng, B.-S., Kuo, S.-T., & Tsai, C.-Y. (2009). Gender differences of paternalistic leadership effectiveness over time. *Academy of Management Conference, 69*, OB Division (Presentation).
- Wang, A.-C., Kuo, S.-T., Lin, T.-T., Cheng, B.-S., & Tsai, C.-Y. (2009). Paternalistic leadership and creativity: The moderating role of leader's gender. *Academy of Management Conference, 69*, OB Division (Presentation).
- Cheng, B.-S., Lin, T.-T., & Tsai, C.-Y. (2008). A cross-level analysis of paternalistic leadership. *International Conference of Chinese Social Psychology, 100* (Presentation).
- Tsai, C.-Y. & Yeh, Y.-Y. (2006). The impact of color segregation on the locus of selective attention. *Annual OPAM (Object, Perception, Attention, & Memory) Conference, 100* (Poster).

## RESEARCH GRANTS (7)

- Tsai, C.-Y. (2022-2023). Model development and data analysis for business idea generation process on entrepreneurship education. Kanagawa University of Human Services, Japan, \$ 13,461.
- Tsai, C.-Y. (2022-2023). Model development and data analysis for business idea generation process on entrepreneurship education. Waseda University, Japan, \$ 15,000.
- Tsai, C.-Y., Maupin, C. K., & Sayama, H. (2022-2023). A multimodal data-driven approach to improving the effectiveness of virtual group collaborations for entrepreneurship development. Binghamton University, State University of New York, Transdisciplinary Area of Excellence Seed Grant Program (Data Science), \$ 6,714.

Tsai, C.-Y. (2021-2022). Model development and data analysis for business idea generation process on entrepreneurship education. Waseda University, Japan, \$ 20,000.

Tsai, C.-Y. (2020-2021). Model development and data analysis for business idea generation process on entrepreneurship education. Waseda University, Japan, \$13,461.

Maupin, C. K. & Tsai, C.-Y. (2020-2021). Contextual perspectives of virtual teaming: A complex systems approach for explaining virtual tie formation dynamics. Center for Collective Dynamics of Complex Systems Seed Grant, Binghamton University, State University of New York, \$ 3,000.

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

## **EDITORIAL ACTIVITIES**

Editorial Review Board Member:

- *The Leadership Quarterly* (2019-present)
- *Wine Business Case Research Journal* (2020-present)

Ad Hoc Reviewer:

- *Complexity*
- *Chinese Journal of Psychology*
- *European Journal of Social Psychology*
- *Frontiers Psychology*
- *Human Relations*
- *Journal of Business Research*
- *Journal of Management*
- *Journal of Occupational and Organizational Psychology*
- *Management and Organization Review*
- *The International Journal of Human Resource Management*
- *Psychology of Sport & Exercise*
- *Scientific Reports*

## **OTHER PROFESSIONAL EXPERIENCE**

Reviewer

- Southern Management Association Conference, 2014
- Academy of Management Conference, 2014, 2017-2021

Session Chair

- Northeast Regional Conference on Complex Systems, 2021
- Academy of Management Conference, 2007
- Journal of International & Interdisciplinary Business Research Symposium, 2015
- Taiwan Association of Industrial and Organizational Psychology, 2018

Program & Logistic Chair

- International Conference on the Pacific Rim Management, 2017

## **PROFESSIONAL AFFILIATIONS/MEMBERSHIPS**

Academy of Management

Society for Industrial & Organizational Psychology

Southern Management Association

Taiwan Association of Industrial and Organizational Psychology

## **HONORS AND AWARDS**

SOM Faculty Teaching Honor Roll, School of Management, Binghamton University, State University of New York, 2018 Fall, 2019 Spring & Fall, 2020 Spring & Fall, 2021 Spring & Fall, 2022 Spring & Fall, 2023 Spring.

Lois B. DeFleur International Innovation Award (\$4,000), Binghamton University, State University of New York, 2023 <https://www.binghamton.edu/news/story/4277/2023-chancellors-awards-other-major-awards-announced>

Osterhout Fellow of Entrepreneurship, School of Management, Binghamton University, State University of New York, 2022-2025

SOM Award for Excellence in Research, School of Management, Binghamton University, State University of New York, 2021

Research Excellent Award (\$13,500), College of Community and Public Affairs, Binghamton University, State University of New York, 2020-2021 (with Professors Brimhall, Dionne, Sayama, & Eckardt; *Co-PI*)

Ziskin Family Summer Research Award for Outstanding Robotics Research (\$5,000), EXcel Group, 2020

Leadership Assessment Mini-Grant Award (\$2,000), California State University, Los Angeles, 2017

Nominated for Best Conference Paper Award, Academy of Management Conference-OB Division, 2016

Doctoral Consortium, Academy of Management Conference-OB Division, 2014

Nominated for Graduate Student Award for Excellence in Research, School of Management, Binghamton University, 2014

Best Research Proposal Overall Award (\$200), Academy of Management Conference-Leadership PDW, 2013

Best Research Proposal Award, Academy of Management Conference-Leadership PDW, 2012

Early-stage Doctoral Consortium (\$500), Southern Management Association, 2012

Graduate Scholars Enhancement, Binghamton University, 2011-2015

Studying Abroad Scholarship (\$32,000), Ministry of Education, Taiwan, 2011-2013

Graduate with Honor: Dean's Award in the Faculty of Science, National Taiwan University, 2007

Graduate Scholarship (\$8,000), National Science Council, Taiwan, 2005-2007

Graduate Scholars Enhancement, National Taiwan University, 2005-2007

Undergraduate Research Creativity Award, National Science Council, Taiwan, 2005

Undergraduate Independent Research Award: Dean's Award in the Faculty of Science, National Taiwan University, 2005

## **PRESS RELEASES**

Binghamton University. (2022, June 27). *Binghamton faculty focus - How leadership improves business success and virtual work environments* [Press release].

[https://www.youtube.com/watch?v=i3Bg7n7u\\_z0&ab\\_channel=BinghamtonUniversity](https://www.youtube.com/watch?v=i3Bg7n7u_z0&ab_channel=BinghamtonUniversity)

Binghamton University. (2021, January 27). *Bearcat chats: How to successfully start a new job or internship during COVID-19?* [Press release].

[https://www.youtube.com/watch?v=IDiLXYwri54&feature=youtu.be&ab\\_channel=BinghamtonUniversity](https://www.youtube.com/watch?v=IDiLXYwri54&feature=youtu.be&ab_channel=BinghamtonUniversity)

FOX 40 WICZ TV (2020, October 20). *BU study shows athletes don't benefit from relying on a coach for too long* [Press release]. <http://www.wicz.com/story/42792118/bu-study-shows-athletes-dont-benefit-from-relying-on-a-coach-for-too-long>

WNBF News Radio (2020, October 15). *Reliance on coaches not good for athletes* [Press release]. <https://wnbf.com/reliance-on-coaches-not-good-for-athletes/>

Science Daily. (2020, October 13). *Athletes don't benefit from relying on a coach for too long* [Press release]. <https://www.sciencedaily.com/releases/2020/10/201013090241.htm>  
**Over 22.9 million reading hits**

- Binghamton University. (2020, October 13). *Research: Athletes don't benefit from relying on a coach for too long* [Press release]. <https://www.binghamton.edu/news/story/2704/research-athletes-dont-benefit-from-relying-on-a-coach-for-too-long>
- Consumer Affairs. (2020, September 24). *Health education classes help anxious college students handle stress* [Press release]. <https://www.consumeraffairs.com/news/health-education-classes-help-anxious-college-students-handle-stress-study-finds-092420.html>  
**Over 39.4 million reading hits**
- Science Daily. (2020, September 23). *Enrolling in health education courses may help change student's beliefs about stress* [Press release]. <https://www.sciencedaily.com/releases/2020/09/200923124728.htm>
- Forbes (2020, September 3). *Maintaining trust when laying people off* [Press release]. <https://www.forbes.com/sites/pavelkravivin/2020/09/03/maintaining-trust-when-laying-people-off/#167e3664467c>
- Forbes (2020, July 14). *5 surprisingly simple habits that will make you more likable* [Press release]. <https://www.forbes.com/sites/tonyewing/2020/07/14/5-surprisingly-simple-habits-that-will-make-you-more-likable/#4726816178be>  
**Over 31 million reading hits**
- FOX 40 WICZ TV (2020, May 31). *BU researcher expects new leadership to emerge from COVID crisis* [Press release]. <http://www.wicz.com/story/42193235/bu-researcher-expects-new-leadership-to-emerge-from-covid-crisis>
- Newswise (2020, May 14). *COVID-19 pandemic is the perfect time for outstanding leaders to emerge* [Press release]. [https://www.newswise.com/coronavirus/covid-19-pandemic-is-the-perfect-time-for-outstanding-leaders-to-emerge/?article\\_id=731520](https://www.newswise.com/coronavirus/covid-19-pandemic-is-the-perfect-time-for-outstanding-leaders-to-emerge/?article_id=731520)
- GQ Spain. (2019, November 18). *Jefes tóxicos: cómo los malos líderes destruyen tu salud y productividad (Toxic bosses: How bad leaders destroy your health and productivity)* [Press release]. <https://www.revistagq.com/noticias/articulo/jefes-toxicos-malos-lideres-salud-productividad?fbclid=IwAR0R3YBBZGUdJP4o6afoc2tUr-o-nltgk-2xB5G5Q7qCvUK6L86Zk4S9d34>
- New York Post. (2018, September 13). *Bosses get better results when they aren't total jerks* [Press release]. <https://nypost.com/2018/09/13/bosses-get-better-results-when-they-arent-total-jerks-study-reveals/>  
**Over 21 million reading hits**
- Consumer Affairs. (2018, September 13). *Study finds being nice to employees pays dividends for employers* [Press release]. <https://www.consumeraffairs.com/news/study-finds-being-nice-to-employees-pays-dividends-for-employers-091318.html>

Market Business News. (2018, September 12). *Be nice to your employees – benevolent bosses get better results* [Press release]. <https://marketbusinessnews.com/benevolent-bosses/187293/>

Science Daily. (2018, September 11). *It pays to be nice to your employees* [Press release]. <https://www.sciencedaily.com/releases/2018/09/180911132049.htm>

Binghamton University. (2018, September 10). *Showing discipline with kindness, compassion to employees results in better job performance, research shows* [Press release]. <https://www.binghamton.edu/news/story/1320/showing-discipline-with-kindness-compassion-to-employees-results-in-better-/>

## COURSES OF INSTRUCTION

Osterhout Assistant Professor of Entrepreneurship, School of Management, Binghamton University, State University of New York, 2018-present

### Graduate Level

<u>Date</u>	<u>Course</u>	<u>Instructor Rating</u>
2018 Fall	MGMT 508 Organizational Behavior	3.8/4.0
	LEAD 604 Advanced Statistics & Applied Data Analysis	4.0/4.0
2019 Spring	MGMT 601-2 Research Method II	3.3/4.0
	LEAD 605 Computational Modeling	4.0/4.0
2019 Fall	LEAD 602 Theory Building and Testing in OB and Leadership	3.5/4.0
	LEAD 604 Advanced Statistics & Applied Data Analysis	3.8/4.0
	MGMT 497 Readings & Research	4.0/4.0
2020 Spring	LEAD 553 Strategic Leadership	3.6/4.0
	MGMT 601-2 Research Method II	4.0/4.0
2020 Fall	MGMT 581L Advanced Business Statistics	3.7/4.0
	LEAD 602 Theory Building and Testing in OB and Leadership	4.0/4.0
2021 Spring	MGMT 581L Advanced Business Statistics	3.9/4.0
	MGMT 697 Independent Study	4.0/4.0
2021 Fall	MGMT 581L Advanced Business Statistics	3.6/4.0
2022 Spring	ENT 460/560 Entrepreneurship (section 90)	3.8/4.0
	ENT 460/560 Entrepreneurship (section 91)	3.6/4.0
2022 Fall	MGMT680D_01 Multilevel Measure & Analysis	4.0/4.0
	ENT 460/560 Entrepreneurship	3.7/4.0
2023 Spring	LEAD_601 Advanced Leadership	4.0/4.0
	ENT 460/560 Entrepreneurship	3.8/4.0

Assistant Professor of Management and Organization, Management Division, School of Graduate Professional Studies, Pennsylvania State University, Great Valley, 2017-2018

### Graduate Level

<u>Date</u>	<u>Course</u>	<u>Instructor Rating</u>
2017 Fall	LEAD 501 Leadership Across the Lifespan	5.8/7.0
	LEAD 561 Dynamic Communication in Leadership Contexts	6.8/7.0
2018 Spring	LEAD 501 Leadership Across the Lifespan	7.0/7.0
	MGMT 501 Behavioral Science in Business	6.8/7.0
	MGMT 541 Human Resource Management	6.8/7.0



Assistant Professor of Management, College of Business and Economics, Management Department, California State University, Los Angeles, 2015-2017

Undergraduate Level

<u>Date</u>	<u>Course</u>	<u>Instructor Rating</u>
2015 Fall	MGMT 307-03 Mgmt and Org Behavior	4.8/5.0
	MGMT 307-07 Mgmt and Org Behavior	4.6/5.0
2016 Winter	MGMT 307-03 Mgmt and Org Behavior	4.8/5.0
	MGMT 307-04 Mgmt and Org Behavior	4.9/5.0
2016 Spring	MGMT 307-06 Mgmt and Org Behavior	4.8/5.0
	MGMT 307-07 Mgmt and Org Behavior	4.8/5.0
2016 Fall	MGMT 307-04 Mgmt and Org Behavior	4.8/5.0
	MGMT 307-06 Mgmt and Org Behavior	4.8/5.0

Graduate Level

<u>Date</u>	<u>Course</u>	<u>Instructor Rating</u>
2016 Fall	MGMT 5105-01 Seminar Leadership	4.9/5.0
	MGMT 5102-01 Seminar Leadership	4.8/5.0

Instructor, School of Management, Binghamton University, 2014

<u>Date</u>	<u>Course</u>	<u>Instructor Rating</u>
2014 Spring	LEAD 352 Team Leadership	4.9/5.0
2014 Fall	LEAD 352 Team Leadership	4.8/5.0

Invited Instructor & Teaching Assistant, 2006-2015

- Introduction to Business (BUSA 101), Hartwick College, Fall 2014 & Spring 2015
- Organizational Behavior (MGMT 311), Binghamton University, Fall 2012; Spring & Fall 2013
- Methods of Experimental Psychology, National Taiwan University, Fall 2006 & Spring 2007
- General Psychology, National Taiwan University, Fall 2005 & Spring 2006

**DISSERTATION/COMPREHENSIVES/THESIS COMMITTEES**

Ph.D. Dissertation Chair

Management: Leadership & Organizational Sciences

- J. Guo (2020) Co-chair with Prof. Shelley D. Dionne  
*Conceptualization and effect of unintended leader hostility: A perceptual approach*
- J. D. Marshall (2022) Co-chair with Prof. Shelley D. Dionne  
*Revisiting Machiavellianism: Shedding light on a dark construct*
- F. Jin (2023) Co-chair with Prof. Shelley D. Dionne  
*Leader distance in virtual work: A multilevel conceptualization and investigation*
- B. Yang (expected 2024) Co-chair with Prof. Shelley D. Dionne

Ph.D. Dissertation Committee Member

Management: Leadership & Organizational Sciences

- J. W. Park (2021)
- E. Topaloglu (2023)

- M. Jun (expected 2024)
- CCPA: Community Research and Action
- L. Reynolds (2021)

Ph.D. Comprehensive Exam Committee

Management: Leadership & Organizational Sciences

- N. G. MacLaren (2019)
- J. D. Marshall (2020)
- A. Choudhury (2020)
- E. Topaloglu (2020)
- S. K. Kurumathur (2020)
- M. Jung (2021)
- F. Jin (2021)
- B. Yang (2021)

Management: Marketing

- P. Mukherjee (2021)
- CCPA: Community Research and Action
- L. Reynolds (2020)

## **LEADERSHIP AND UNIVERSITY SERVICE**

Chair, Search Committee for Leadership and Organizational Sciences Area, School of Management, Binghamton University, State University of New York, 2022-2023

Judge, Pitch-It Business Plan Competition, Office of Entrepreneurship and Innovation Partnerships, Koffman Southern Tier Incubator, and the Entrepreneur Connect club, 2023

Session Host, Leadership & Consulting and Entrepreneurship Concentration Information Session, Binghamton University, State University of New York, 2022

Judge, The Launch Pad 2022 (the Greater Binghamton Start-Up Challenge), MMC & Greater Binghamton Education Outreach Program, 2022

Volunteer, Commencement 2021, Binghamton University, State University of New York, 2021

Volunteer, Residential halls students move in during COVID 19, Binghamton University, State University of New York, 2021

Member, Undergraduate Curriculum Committee, Binghamton University, State University of New York, 2020-

Session Host (with Professor Cindy Maupin), Leadership and Consulting Concentration Information Session, School of Management, Binghamton University, State University of New York, 2020

Session Host, AACSB PRT Members Visit (BUS Tenure Track Faculty & BUS/ACC Teaching Evaluation and Quality sessions), 2020

Member, SUNY Advanced Certificate(s) in Leadership in Public Health-related Emergency Response Community of Practice Program Committee, State University of New York, 2020

Instructor, Leadership Development Program, Binghamton University, State University of New York, 2018-2019

Search Committee for Leadership and Organizational Sciences Area, School of Management, Binghamton University, State University of New York, 2018, 2020, 2022

Member, Masters Committee, Binghamton University, State University of New York, 2018-2019

Member, Innovation and Faculty Development Committees, Pennsylvania State University, Great Valley, 2017-2018

Chair, Local Program and Accommodations Committees, International Conference on the Pacific Rim Management, College of Business and Economics, California State University, Los Angeles, 2017

Member, M. S. Business Analytics Program Task Force Committee, College of Business and Economics, California State University, Los Angeles, 2017

Member, Faculty Advisory Committee, Department of Management, California State University, Los Angeles, 2016-2017

Student Representative, National Taiwan University, 2005-2006 (Student Exchange Program with Peking University and Chinese University of Hong Kong)

President of Election Committee, Student Congress, National Taiwan University, 2005

Student Congress Representative, College of Science, National Taiwan University, 2004

Class Representative, Department of Psychology, National Taiwan University, 2002-2003

### **CONSULTING SERVICES**

Board member, Professional learning advisory board, Maine-Endwell Central School District, 2019-

Global Strategical Human Resource Management Planning, *CVTE*, Guangzhou, China, 2016

Leader Selection Tool Evaluation, *Hon Hai/Foxconn Technology Group*, Taipei, Taiwan, 2012

Leader Selection & Employee Satisfaction Survey, *China Shi-Yi Realty*, Shanghai, China, 2010-2011

Leader Selection & Employee Satisfaction Survey, *Taiwan Shi-Yi Realty*, Taipei, Taiwan, 2009-2011

Organizational Culture & Change, *Tsingtao Brewery*, Qingdao, China, 2010

Strategical Planning Workshop, *Shanghai Commercial and Savings Bank*, Taipei, Taiwan, 2007-2008