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SUNY Distinguished Professor Emeritus of Management
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EDUCATION

- 1983 Ph.D. State University of New York at Buffalo
 Major: Organizational Behavior (Management)
 Minors: Social Psychology; Educational Psychology-Statistics
 Dissertation: Organizational Configurations
- 1979 M.B.A. State University of New York at Buffalo
 Concentration: Organization and Human Resources Management
- 1976 B.S. State University of New York at Buffalo
 Major: Management
 Minor: Social and Behavioral Science

PROFESSIONAL EXPERIENCE

- 2003-2023 SUNY Distinguished Professor of Management, School of Management,
 State University of New York at Binghamton (by State University of New
 York Board of Trustees)
- 2000-2023 Director, Bernard M. & Ruth R. Bass Center for Leadership Studies, State
 University of New York at Binghamton
- 2003-2019,
 2001-02, 1996-97,
 1993-94, 1989-90,
 1985-86 OB Area Coordinator, School of Management, State University of New
 at Binghamton
- 1998-2000 Associate Director, Center for Leadership Studies, State University of
 New York at Binghamton
- 1997-1999 Director of Doctoral Program, School of Management, State University of
 New York at Binghamton

1995-2003	Professor of Management, School of Management, State University of New York at Binghamton
1990-1995	Associate Professor of Management, School of Management, State University of New York at Binghamton
1987-pres	Fellow, Bernard M. & Ruth R. Bass Center for Leadership Studies, State University of New York at Binghamton
1985-1990	Assistant Professor of Management, School of Management, State University of New York at Binghamton
1982-1985	Assistant Professor of Management, College of Business & Economics, University of Kentucky
1980-1981	Director, Project on Organizational Effectiveness, School of Management, State University of New York at Buffalo
1979-1981	Woodburn Research Fellow; and Director, Project on Managerial Behaviors and Processes, School of Management, State University of New York at Buffalo
1977-1979	Research Associate, Research Assistant, and Instructor, School of Management, State University of New York at Buffalo
1972-1976	Various Positions, Buffalo Savings Bank
1970-1972	Youth Coordinator, City of Buffalo, NY

RESEARCH INTERESTS

Primary research interest is leadership and multi-level issues, specifically superior-subordinate relationships—a line of investigation into the connections between leaders and followers in organizations using variables and multiple levels of analysis in hypothesis generation and hypothesis testing. This approach, based on a variety of theories, includes an examination of leadership in terms of individual differences, dyads (one-to-one relationships), leader-group and leader-team models, and formal and informal collectives and networks; and uses a variety of multi-level data-analytic techniques. Antecedents (personal characteristics and prior relations), consequences (employee outcomes and performance), contingencies (situational factors, roles, and agreement processes), and the development over time of superior-subordinate and leader-follower relationships also are being investigated. Related interests are in the areas of complex systems, self-other (multi-source) rating agreement, and multi-level research methodologies.

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- Yammarino, F.J., Dansereau, F., Schriesheim, C.A., Castro, S., Cogliser, C., DeChurch, L., & Zhou, X.T. (2000). *Manual: DIG for WABA: DETECT interpretation guide for within and between analysis*. Williamsville, NY: The Institute for Theory Testing.
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- Yammarino, F.J., & Dansereau, F. (Eds.) (2006). *Multi-level issues in social systems (Vol. 5 of Research in Multi-Level Issues)*. Oxford, UK: Elsevier/JAI.
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- Avolio, B.J., & Yammarino, F.J. (2013). Introduction to and overview of transformational and charismatic leadership. In Avolio, B.J., & Yammarino, F.J. (Eds.), *Transformational and charismatic leadership: The road ahead (2nd ed.—10th Anniversary Edition)* (pp. xxvii-xxxiii). Bingley, UK: Emerald/JAI.
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Yammarino, F.J., & Dionne, S.D. (2018). Leadership and levels of analysis: Clarifications and fixes for what's wrong. In R.E. Riggio (Ed.), *What's wrong with leadership? Improving leadership research and practice* (pp. 41-57). New York, NY: Routledge (Taylor & Francis Group).

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JOURNAL ARTICLES (135)

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Dubinsky, A.J., Hartley, S.W., & Yammarino, F.J. (1985). Boundary spanners and self-monitoring: An extended view. *Psychological Reports*, 57, 287-294. doi: 10.2466/pr0.1985.57.1.287

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- Sayama, H., Dionne, S.D., & Yammarino, F.J. (2015). Effects of social network size and topology on evolutionary decision making. *European Conference on Artificial Life, 13* (Presentation), and *Proceedings of the Thirteenth European Conference on Artificial Life (ECAL 2015)*, 2015, p. 603, MIT Press.
- Huang, J., Cheong, M., Yammarino, F.J., Spain, S.M., Gooty, J., Schriesheim, C.A., & Cooper, C.D. (2015). Application of item response theory to measurement equivalence in LMX. *Southern Management Association Conference* (Presentation).
- Yammarino, F.J. (2015). Creating a high impact research program. *Southern Management Association Conference* (Presentation).
- Kim, J., Jung, D., Cheong, M., Spain, S.M., & Yammarino, F.J. (2016). Leader-follower calling similarity and follower outcomes. *Society for Industrial and Organizational Psychology Conference, 31* (Presentation).
- Yammarino, F.J. (2016). Multi-level issues. *Department of Psychology-NSF Speaker Series, Pennsylvania State University* (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* (Presentation).
- Kim, J., Jung, D., Cheong, M., Spain, S.M., & Yammarino, F.J. (2016). Congruence effect of calling between leader and follower on followers' outcomes. *Academy of Management Conference, 76* (Presentation).
- Serban A., Yammarino, F.J., Hao, C., Banoeng-Yakubo, J., & Mushore, A. (2016). Assassination of political leaders: Leader (in)actions and contextual factors. *Southern Management Association Conference* (Presentation).
- Atwater, L.E., Atwater, D., Tawse, A., Yu, J., & Yammarino, F.J. (2016). Leadership research 1990-2015: Where have all the U.S. companies gone? *Southern Management Association Conference* (Presentation).
- Yammarino, F.J. Is it multi-level or cross-level? (2016). *Society for Organizational Behavior Conference* (Presentation).
- Atwater, L.E., Yammarino, F.J., Yu, J., Tawse, A., & Atwater, D., (2016). Leadership and culture: From where are the data? (2016). *Society for Organizational Behavior Conference* (Presentation).
- Sotak, K.L., Yammarino, F.J., Serban, A., & Spain, S.M. (2017). Personalized-socialized (PS) and charismatic-ideological-pragmatic (CIP) leadership: New scale development. *Society for Industrial and Organizational Psychology Conference* (Presentation).
- Cheong, M., Yammarino, F.J., Dionne, S.D., & Spain, S.M. (2017). A comprehensive framework for examination of effectiveness of empowering leadership. *Academy of Management Conference, 77* (Presentation).
- Guo, J., & Yammarino, F.J. (2017). Procrastination in organizations: Role of trait-state anxiety and leadership. *Academy of Management Conference, 77* (Presentation).
- Yammarino, F.J. (2017). Leadership and levels of analysis. *Bass Distinguished Speaker Series, 10th Annual Address, Center for Leadership Studies, State University of New York at Binghamton* (Invited Address).
- MacLaren, N.G., Cao, Y., Kulkarni, A., Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S., Mulhearn, T.J., Martin, R., Todd, E., & Bosco, F.A. (2018). Agent-based model parameter estimation and variable reduction using metaBUS: An application to a collective leadership model. *NERCCS: Northeast Regional Conference on Complex Systems* (Poster Presentation and *Proceedings*, 139-146).
- Sotak, K.L., Spain, S.M., Dionne, S.D., & Yammarino, F.J. (2018). Relationships among individual differences: Tests with multi-level growth modeling. *Business Research Consortium, State University of New York at Oswego* (Presentation).
- Yammarino, F.J. (2018). Collective leadership and planning for the U.S. Army. *School of*

Business Speaker Series, Virginia Commonwealth University (Invited Address).

- Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S., MacLaren, N.G., Mulhearn, T.J., Cao, Y., Kulkarni, A., Martin, R., & Todd, E. (2018). Collective leadership and planning: Assessments via experiments and computational models. *Academy of Management Conference, 78* (Presentation).
- Yammarino, F.J. (2018). Improving leadership research with mentoring. *Academy of Management Conference, 78* (PDW Presentation).
- Sayama, H., Dionne, S.D., Yammarino, F.J., Cao, Y., Kim, M., MacLaren, N.G., & Kulkarni, A. (2018). Effects of organizational network structure and task-related diversity on collective design and innovation: An agent-based modeling study. *Conference on Complex Systems (CCS 2018)* (Presentation).
- Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S., MacLaren, N.G., Mulhearn, T.J., Cao, Y., Kulkarni, A., Martin, R., Todd, E., & Standish, C.J. (2018). Collective planning in military organizations: Initial findings. *Society for Organizational Behavior Conference* (Presentation).
- MacLaren, N.G., Kulkarni, A., Cao, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., Martin, R.W., Todd, E.M., Standish, C.J., Mulhearn, T.J., Mumford, M.D., & Connelly, S. (2019). Speaking time and leader emergence in initially leaderless groups. *Society for Industrial and Organizational Psychology Conference* (Presentation).
- Todd, E.M., Martin, R.W., Standish, C.J., Mulhearn, T.J., Connelly, S., Mumford, M.D., Kulkarni, A., MacLaren, N.G., Cao, Y., Yammarino, F.J., Dionne, S.D., & Sayama, H. (2019). Planning as a predictor of effective collective leadership. *Society for Industrial and Organizational Psychology Conference* (Presentation).
- Martin, R.W., Todd, E.M., Standish, C.J., Mulhearn, T.J., Mumford, M.D., Connelly, S., MacLaren, N.G., Kulkarni, A., Cao, Y., Yammarino, F.J., Dionne, S.D., & Sayama, H. (2019). Network communication as a predictor for collective leadership. *Society for Industrial and Organizational Psychology Conference* (Presentation).
- Cao, Y., Dong, Y., Kim, M., McLaren, N.G., Kulkarni, A., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2019). Examining the effects of expertise diversity on collective design and innovation using an online social network experiment and “idea geography” visualization: An initial report. *NetSci 2019 Conference* (Presentation).
- Cao, Y., Dong, Y., Kim, M., McLaren, N.G., Kulkarni, A., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2019). Examining the effects of expertise diversity on collective design and innovation using an online social network experiment and “idea geography” visualization: An initial report. *NERCCS 2019 Conference* (Presentation).
- Yammarino, F.J. (2019). Mentoring to improve leadership research proposals into high quality publications. *Academy of Management Conference, 79* (PDW Presentation).
- Gooty, J., & Yammarino, F.J. (2019). The forgotten level in organizational science: Critical steps

- in conducting dyadic research. *Academy of Management Conference*, 79 (PDW Presentation).
- Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Kulkarni, A., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2019). Examining the effects of expertise diversity on collective design and innovation using an online social network experiment and “idea geography” visualization: A secondary report. *CCS2019 Conference (Conference on Complex Systems)* (Presentation).
- Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Kulkarni, A., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2019). Capturing the production of innovative ideas: An online social network experiment and “idea geography” visualization. *Computational Social Science (CSS 2019) Conference* (Presentation). *arXiv:1911.06353* (Cornell University Library). <http://arxiv.org/abs/1911.06353>
- Tsai, C.-Y., Marshall, J., 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 (Presentation/Poster).
- Martin, R., Todd, E.M., Standish, C., England, S., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2020). Performance on a military simulation: Integrating models of collective leadership and planning. *Society for Industrial and Organizational Psychology Conference*, 35 (Presentation/Poster).
- Standish, C., Martin, R., Todd, E. M., England, S., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2020). The influence of environmental ambiguity, volatility, and risk on collective processes and performance. *Society for Industrial and Organizational Psychology Conference*, 35 (Presentation/Poster).
- MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T., England, S., Marshall, J., Cao, Y., Dong, Y., Cao, S., & Ruark, G.A. (2020). Interruption networks as a model of small group sociometric structure. *NERCCS 2020: Northeast Regional Conference on Complex Systems* (Presentation/Poster).
- Yammarino, F.J. (2020). Improving leadership research: Mentoring to develop proposals into high quality publications. *Academy of Management Conference*, 80 (PDW Participation and Comments).
- Kim, J., Yammarino, F.J., & Jung, D.I. (2020). Meaningful work and leadership relationships in leader-follower dyads. *Academy of Management Conference*, 80 (Presentation).
- Marshall, J., 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).
- Thomas, J.S., Kim, J., Gooty, J., Yammarino, F.J., & Williams, C.E. (2020). Do birds of a

- feather tweet better? Conversational quality and leader-follower trait affect similarity. *Southern Management Association Conference* (Presentation).
- Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2020). Background diversity and network structure in collective design and innovation: Perspectives with online social network experiments. *Network Science Society Conference 2020 (NetSci 2020)* (Presentation).
- MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C.K., Eckardt, R., & Ruark, G.A. (2020). Leader identification through networks of conversational interruptions. *Conference on Complex Systems: CCS2020*. Preprint: <https://psyarxiv.com/m8y5n/>
- Todd, E.M., Martin, R.W., England, S., Standish, C.J., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G. (2021). The importance of planning for collective leadership. *Society for Industrial & Organizational Psychology Conference, 36* (Presentation).
- Martin, R.W., Standish, C.J., England, S., Newbold, T., Todd, E.M., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Cao, S., Dong, Y., Marshall, J., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2021). Collective leadership: The manifestation of leader and collective performance over time. *Society for Industrial & Organizational Psychology Conference, 36* (Presentation).
- England, S., Martin, R.W., Standish, C.J., Newbold, T., Todd, E.M., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Cao, S., Dong, Y., Marshall, J., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2021). Planning and collective leadership: Performance on a business simulation. *Society for Industrial & Organizational Psychology Conference, 36* (Presentation).
- Newbold, T., Martin, R.W., Standish, C.J., England, S., Todd, E.M., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Cao, S., Dong, Y., Marshall, J., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (2021). The effects of network communication on collective performance: A replication. *Society for Industrial & Organizational Psychology Conference, 36* (Presentation).
- Marshall, J., & Yammarino, F.J. (2021). Machiavellianism: Past, present, and future of the construct. *Academy of Management Conference, 81* (Presentation).
- Marshall, J., Yammarino, F.J., Parameswaran, S., & Cheong, M. (2021). Using text analysis and machine learning to classify U.S. governors' COVID-19 press briefings. *Academy of Management Conference, 81* (Presentation).
- MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C.K., Eckardt, R., & Ruark, G.A. (2021). Leaders as interrupters: An examination of simultaneous speech in informal groups. *Academy of Management Conference, 81* (Presentation).

- MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C.K., Eckardt, R., & Ruark, G.A. (2021). Networks of interruptions: Simultaneous speech and leader emergence in informal groups. *Networks 2021 Conference* (Presentation).
- Yammarino, F.J. (2021). Participant/Mentor, Improving leadership research around the globe: A virtual mentoring session. *PDW, Academy of Management Conference*, 81 (Presentation).
- Marshall, J.D., MacLaren, N.G., Yammarino, F.J., Sayama, H., Dong, Y., Cao, S., Cao, Y., Dionne, S.D., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T., England, S., & Ruark, G.A. (2021). Assessing group dynamics via audio analysis. *Southern Management Association Conference* (Presentation).
- Marshall, J. D., Tsai, C.-Y., Yammarino, F. J., Dionne, S. D., & Eckardt, R. (2021). Machiavellianism: Could a new operationalization spark a new conversation? *Southern Management Association Conference* (Presentation).
- Yammarino, F.J. (2022). Participant/Mentor for Improving leadership research around the globe: A hybrid mentoring session. *PDW, Academy of Management Conference*, 82 (Presentation).
- Tsai, C.Y., Marshall, J., Choudhury, A., Serban, A., Hou, Y.T.Y., Jung, M.F., Dionne, S.D., & Yammarino, F.J. (2022). Human-robot collaboration in organizations: A multilevel and complementary perspective. *Academy of Management Conference*, 82 (Presentation).
- Pandey, S., Cao, Y., Dong, Y., Kim, M., MacLaren, N.G., Dionne, S.D., Yammarino, F.J., & Sayama, H. (2022). Are we fascinated by eccentric ideas? *NetSci 22 Conference* (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 (Presentation).

TECHNICAL REPORTS (20)

- Bass, B.M., & Yammarino, F.J. (1988). Leadership: Dispositional and situational. *Technical Report No. ONR-TR-1*. Arlington, VA: Office of Naval Research.
- Yammarino, F.J., & Bass, B.M. (1988). Long term forecasting of transformational leadership and its effects among Naval Officers: Some preliminary findings. *Technical Report No. ONR-TR-2*. Arlington, VA: Office of Naval Research.
- Waldman, D.A., Bass, B.M., & Yammarino, F.J. (1988). Adding to leader-follower transactions: The augmenting effect of charismatic leadership. *Technical Report No. ONR-TR-3*. Arlington, VA: Office of Naval Research.

- Yammarino, F.J., & Bass, B.M. (1989). Multiple levels of analysis investigation of transformational leadership. *Technical Report No. ONR-TR-4*. Arlington, VA: Office of Naval Research.
- Bass, B.M., & Yammarino, F.J. (1989). Transformational leaders know themselves better. *Technical Report No. ONR-TR-5*. Arlington, VA: Office of Naval Research.
- Atwater, L.E., & Yammarino, F.J. (1989). Transformational leadership among midshipmen leaders at the United States Naval Academy. *Technical Report No. ONR-TR-6*. Arlington, VA: Office of Naval Research.
- Atwater, L.E., & Yammarino, F.J. (1989). Personal attributes as predictors of military leadership: A study of midshipmen leaders at USNA. *Technical Report No. ONR-TR-7*. Arlington, VA: Office of Naval Research.
- Yammarino, F.J., Spangler, W.D., & Bass, B.M. (1989). Transformational leadership and performance: A structural equations approach. *Technical Report No. ONR-TR-8*. Arlington, VA: Office of Naval Research.
- Yammarino, F.J., & Bass, B.M. (1989). Forecasting transformational leadership among Naval Academy graduates: Final report. *Technical Report No. ONR-TR-9*. Arlington, VA: Office of Naval Research.
- Avolio, B.J., & Yammarino, F.J. (2003). Development of officer leadership for the Army: Some preliminary results. *Technical Report No. 1 for DASW01-99-K-005*. Arlington, VA: Army Research Institute.
- Avolio, B.J., Yammarino, F.J., & Alvarez, J.L. (2004). Development of officer leadership for the Army: Initial results for the cohorts. *Technical Report No. 2 for DASW01-99-K-005*. Arlington, VA: Army Research Institute.
- Avolio, B.J., & Yammarino, F.J. (2005). Development of officer leadership for the Army: Final results. *Technical Report No. 3 for DASW01-99-K-005*. Arlington, VA: Army Research Institute.
- Yammarino, F.J., Mumford, M.D., Vessey, W.B., Friedrich, T.L., Ruark, G.A., & Brunner, J.M. (2010). Collective leadership measurement for the U.S. Army. *Technical Report, Contract No. W91WAW-09-C-0090*. Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Yammarino, F.J., Mumford, M.D., Vessey, W.B., Friedrich, T.L., Ruark, G.A., & Brunner, J.M. (2010). Collective leadership measurement for the U.S. Army: Measures. *Research Note, Contract No. W91WAW-09-C-0090*. Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Sayama, H., Laramée, C., Dionne, S.D., Yammarino, F.J., & Schaffer, J.D. (2012). Evolutionary perspective on collective decision making. *National Science Foundation, Final Report, and Project Outcomes Report, Award: NSF SES-0826711*. Washington,

DC: National Science Foundation. <http://coco.binghamton.edu/NSF-HSD.html>

Yammarino, F.J., Mumford, M.D., Vessey, W.B., Friedrich, T.L., Ruark, G.A., & Brunner, J.M. (2014). Collective leadership measurement for the U.S. Army. *Study Report 2014-01, Contract No. W91WAW-09-C-0090*. Fort Belvoir, VA: U.S. Army Research Institute for the Behavioral and Social Sciences. <http://oai.dtic.mil/oai/oai?verb=getRecord&metadataPrefix=html&identifier=ADA596962>

Gibson, P.C., McIntosh, T., Mulhearn, T., Connelly, M.S., Day, E.A., Yammarino, F.J., & Mumford, M.D. (2014). Leadership/Followership for long-duration exploration missions. *Final Report, Contract No. NNJ13487783Q*. Houston, TX: Johnson Space Center, National Aeronautics and Space Administration.

Gibson, P.C., McIntosh, T., Mulhearn, T., Connelly, M.S., Day, E.A., Yammarino, F.J., & Mumford, M.D. (2015). Leadership/Followership for long-duration exploration missions final report. *TM-2015-218567*. Houston, TX: Johnson Space Center, National Aeronautics and Space Administration. <http://ston.jsc.nasa.gov/collections/TRS/listfiles.cgi?DOC=TM-2015-218567>

Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., Connelly, S. MacLaren, N.G., Martin, R.W., Standish, C.J., Cao, S., Cao, Y., England, S., Newbold, T.R., Dong, Y., Marshall, J., & Ruark, G.A. (2021). Collective planning and leadership for the U.S. Army. *Technical Report, Contract No. W911NF-17-1-0221*. Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Sayama, H., Dionne, S.D., & Yammarino, F.J. (2021). Diversity, network structure, and the effectiveness of collective design and innovation. *National Science Foundation, Final Report, and Project Outcomes Report, Award: NSF SoO-1734147*. Washington, DC: National Science Foundation.

RESEARCH GRANTS (~\$4M)

Yammarino, F.J., & Naughton, T.J. (1980-1981). An assessment of organizational effectiveness. *Department of Public Safety Research Grant*, State University of New York at Buffalo, \$4,000.

Yammarino, F.J. (1982). An investigation of superior-subordinate relationships. *Graduate School Research Grant*, University of Kentucky, \$2,000.

Dubinsky, A.J., & Yammarino, F.J. (1982-1983). Superior-subordinate relationships in insurance and retail settings. *Kentucky Insurance Group*, \$5,000.

Yammarino, F.J. (1984). An examination of computer usage in classroom instruction. *College of Business and Economics Research Grant*, University of Kentucky, \$1,500.

Yammarino, F.J. (1987-1988). A meta-analysis of mail survey response rates. *New Faculty Development Award*, NYS/UUP Professional Development and Quality of Working Life Committee, \$750.

- Bass, B.M., & Yammarino, F.J. (1987-1989). Forecasting transformational leadership among Naval Academy graduates. *Office of Naval Research Grant*, U.S. Department of the Navy, \$182,000.
- Yammarino, F.J. (1989). Transformational leadership: Measurement and multiple levels of analysis issues. *Faculty Research Support Grant*, State University of New York at Binghamton, \$3,500.
- Yammarino, F.J. (1990). Travel funds for research and conference participation. *Experienced Faculty Award*, NYS/UUP Professional Development and Quality of Working Life Committee, \$500.
- Yammarino, F.J. (1990). Understanding mail survey response behavior. *School of Management Research Award*, State University of New York at Binghamton, \$2000.
- Dubinsky, A.J., & Yammarino, F.J. (1991-1992). An empirical study of leadership in sales supervisor-salesperson relationships. *Medtronic*, \$6,000.
- Yammarino, F.J. (1993-1994). Travel funds for MESO research and conference. *Continuing Faculty Development Award*, NYS/UUP Professional Development and Quality of Working Life Committee, \$750.
- Yammarino, F.J. (1998-1999). Travel funds for SIOP research and conference. *Individual Development Awards Program*, NYS/UUP Joint Labor-Management Committees, \$400.
- Atwater, L.E., & Yammarino, F.J. (1999). Promoting effective team leadership. *U. S. Department of Education Title VIB Grant Program to Arizona State University West*, \$5000.
- Atwater, L.E., Waldman, D.A., & Yammarino, F.J. (1999). Leadership feedback processes. *Arizona Department of Public Safety*, \$32,000.
- Avolio, B.J., & Yammarino, F.J. (1999-2001). Leadership, organizational development, and group facilitation. *State of New York, Governor's Office of Employee Relations*, \$200,000.
- Avolio, B.J., & Yammarino, F.J. (1999-2000). Leadership academy for future educational leaders. *Broome-Tioga Association of Chief School Administrators*, \$50,000.
- Yammarino, F.J. (1999-2000). Travel funds for SIOP conference. NYS/UUP Joint Labor-Management Committees, *Individual Development Awards Program*, \$275.
- Avolio, B.J., & Yammarino, F.J. (1999-2004). Development of officer leadership for the Future Army. *U.S. Army Research Institute for the Behavioral and Social Sciences*, \$810,000.
- Avolio, B.J., & Yammarino, F.J. (2000-2002). Leadership academy S.T.A.R.L.I.T.E. *NYS Department of Education and Broome-Tioga Association of Chief School Administrators*, \$300,000.

- Yammarino, F.J. (2002-2003). Leadership academy for the Southern Tier. *NYS Department of Education and Broome-Tioga Association of Chief School Administrators*, \$120,000.
- Yammarino, F.J. (2003-2004). Southern tier leadership academy. *Broom-Tioga Association of Chief School Administrators*, \$40,000.
- Yammarino, F.J. (2004-2005). Southern tier leadership academy. *Broom-Tioga Association of Chief School Administrators*, \$15,500.
- Sayama, H., Dionne, S.D., Laramée, C., Schaffer, J.D., & Yammarino, F.J. (2008-2011). Evolutionary perspective on collective decision making. *National Science Foundation*, \$552,000.
- Yammarino, F.J., & Mumford, M.D. (2009-2010). Collective leadership measurement for the U.S. Army. *U.S. Army Research Institute for the Behavioral and Social Sciences*, \$210,000.
- Mumford, M.D., Yammarino, F.J., Connelly, M.S., & Day, E.A. (2013-2014). Identifying factors that influence effective leadership and followership for long-duration exploration space missions. *National Aeronautics and Space Administration*, \$70,000.
- Serban, A., Yammarino, F.J., Dionne, S.D., Kahai, S., Eubanks, D., Friedrich, T., Peterson, D. (2014). Leadership emergence and team performance on a continuum of virtuality. *Behavioral Science Global Research Priorities (GRP) Small Grant*, University of Warwick, United Kingdom, £2,700.
- Yammarino, F.J., Mumford, M.D., Dionne, S.D., Sayama, H., & Connelly, M.S. (2017-2019). Collective planning and leadership for the U.S. Army. *U.S. Army Research Institute for the Behavioral and Social Sciences*, \$650,000.
- Sayama, H., Dionne, S.D., & Yammarino, F.J. (2017-2020). Diversity, network structure, and the effectiveness of collective design and innovation. *National Science Foundation, Science of Organizations*, \$441,000.
- Sayama, H., Dionne, S.D., & Yammarino, F.J. (2019-2020). How to resume and maintain economic activities in the COVID-19 era: An adaptive social distancing approach. *SUNY Research Seed Grant Program 2019-20, RFP #20-03-COVID*, \$7500.

EDITORIAL ACTIVITIES

Editorial Review Boards

Group and Organization Studies, Group and Organization Management, 1990-2023
Leadership Quarterly, 1991-2023
Academy of Management Journal, 1997-2004
Journal of Applied Psychology, 1999-2008
Journal of Organizational Behavior, 1999-2022
Organizational Research Methods, 1999-2010, 2020-2023
Journal of Leadership and Organization Studies, 2002-2018
Personnel Psychology, 2007-2011

Academy of Management Discoveries, 2014-2023
Journal of Management Scientific Reports, 2022-2023

Guest Co-Editor (with R. Eckardt, S.D. Dionne, & S. Spain), Special Issue/Feature Topic on New Approaches to Multilevel Methods and Statistics, *Organizational Research Methods*, 2017-2020

Action Editor, *Leadership Quarterly*, 2005-2011, 2016-2023

Guest Co-Editor (with K. Cullen), Special Issue on Collective and Network Approaches to Leadership, *Leadership Quarterly*, 2015-2016

Guest Editor, *Leadership Quarterly 25th Anniversary Issue*, 2014

Guest Editor, *Leadership Quarterly Yearly Review*, 2010

Annual Series Co-Editor (with F. Dansereau), *Research in Multi-Level Issues*, 1999-2009

Guest Co-Editor (with F. Dansereau), Special Issue on Multi-Level Approaches to Leadership, *Leadership Quarterly*, 2006-2007

Guest Editor, Special Issue/Feature Topic on Modern Data Analytic Techniques for Multi-Source Feedback, *Organizational Research Methods*, 2002-2003

Guest Co-Editor (with F. Dansereau), Special Issue on Longitudinal Processes, *Group & Organization Management*, 2002-2003

Guest Co-Editor (with M.S. Connelly), Special Issue on Leadership Skills, *Leadership Quarterly*, 2000

Feature Co-Editor (with M.D. Mumford), Theoretical Letters Section, *Leadership Quarterly*, 1999-2002

Senior Editor, *Leadership Quarterly*, 1992-1998

Editor, *Leadership Quarterly*, 1991-1992

Ad Hoc Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Applied Psychology: An International Review*, *Asia Pacific Journal of Management*, *Basic and Applied Social Psychology*, *Decision Sciences*, *Group and Organization Studies*, *Human Resources Management*, *Journal of Applied Behavioral Science*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Management*, *Journal of Management Studies*, *Journal of Occupational and Organizational Psychology*, *Organizational Research Methods*, *Personality and Social Psychology Bulletin*, *Personnel Psychology*, *Psychological Bulletin*, *Psychological Reports/Perceptual and Motor Skills*, *Public Opinion Quarterly*, *Sex Roles*

OTHER PROFESSIONAL ACTIVITIES

Search Committee, Senior Editor/Editor-in-Chief, *Leadership Quarterly*, 1998, 2004, 2010, 2016, 2022

Member/Senior Advisor, Founding Committee, *Journal of Management Scientific Reports*, 2020-2021

Southern Management Association, New Journal Task Force, 2020

All-Academy Theme Committee, Academy of Management, 2019-2020

Society for Organizational Behavior, Executive Committee, 2016-2020

Society for Organizational Behavior, New Member Selection Committee, 2005-2022

Alvah H. Chapman Dissertation Award Committee, Sponsored by FIU Center for Leadership and the Network of Leadership Scholars of AOM, 2017

Faculty Presenter/Panelist, Southern Management Association Doctoral Consortium, 2015

Faculty Fellow, OB Division Junior Faculty Workshop, Academy of Management Conference, 2014

Program Committee, Society for Industrial and Organizational Psychology, 1991-2013

Program Committee, Academy of Management, Organizational Behavior Division, 1993-2013

Program Committee, Academy of Management, Research Methods Division, 1995-2013

Awards Committee, Academy of Management, Research Methods Division, 2005-2011

Representative-at-Large, Research Methods Division, Executive Committee, Academy of Management, 2005-2008

Representative-at-Large, Organizational Behavior Division, Executive Committee, Academy of Management, 2002-2005

Chair/Organizer, OB Division Doctoral Consortium, Academy of Management Conference, 2004

Chair/Organizer, OB Division Professional Development Workshops, Academy of Management Conference, 2005

Fellowship Committee, Society for Industrial and Organizational Psychology, 2002-2005

Chair, Awards Committee, Society for Industrial and Organizational Psychology, 1998-2000

Awards Committee, Society for Industrial and Organizational Psychology, 1995-1998

Owens Scholarly Achievement Award Committee, Society for Industrial and Organizational Psychology, 1997-1998

Chair, Task Force on Design of the Annual Conference, Academy of Management, 1998-1999

Awards Committee, Academy of Management, Organizational Behavior Division, 1998-1999

Best Article Award Committee, *Academy of Management Journal*, 1999

Reviewer, Academy of Management Conference (1984, 1985), American Institute for Decision Sciences Conference (1985), Administrative Sciences Association of Canada Conference (1996)

Reviewer, Research Grant Proposals, Center for Creative Leadership (1993), U.S. Department of Education (1994, 1997), National Science Foundation (1994, 2007), Social Sciences and Humanities Research Council of Canada (1995, 1997)

Conference Organizer, Festschrift for Bernard Bass on Transformational/Charismatic Leadership, 2001

Faculty Presenter/Panelist, OB/OMT/ODC Doctoral Consortium, Academy of Management Conference, 2002, 2003

Session Chair, Academy of Management Conference, 1996, 1997, 1999

Session Discussant, Academy of Management Conference, 1984, 1996, 1999, 2000, 2004

Symposium Chair/Organizer, Society for Industrial and Organizational Psychology Conference, 1988, 1999

Symposium Chair/Organizer, Academy of Management Conference, 1999

Symposium Discussant, Society for Industrial and Organizational Psychology Conference, 1994, 2000, 2001, 2003

Presenter, Pre-Conference Workshop, Research Methods Division, Southern Management Association Conference, 1998

Organizer/Presenter, Professional Development Workshop, Research Methods Division, Academy of Management Conference, 1999, 2000

Presenter, Professional Development Workshop, Organizational Behavior Division, Academy of Management Conference, 2002

Panel Discussant, Society for Industrial and Organizational Psychology Conference, 1996

Program Committee, American Psychological Association (SIOP), 1993-1995

Faculty Presenter/Panelist, Society for Industrial and Organizational Psychology Doctoral Consortium, 1993

Panelist, Ask the Experts Session, Research Methods Division, Academy of Management Conference, 1995

Invited Guest, NYS Association of School Personnel Administrators Conference (1988), MESO Conference (1991, 1992)

Participant, Association of Directors of Doctoral Programs in Business Annual Meeting (1992, 1998, 1999), Beta Gamma Sigma New Chapter Conference (1996)

COURSES OF INSTRUCTION

- Doctoral:
- Advanced Research Methods
 - Advanced Organizational Behavior
 - Leadership in Organizations
 - Theory Testing in OB & Leadership
 - Special Topics in OB & Leadership
 - Research Methodology
 - Meso Approach to Organizations
 - Pedagogy Seminar
 - Communication and Decision Making
 - Training and Development
- Executive Masters:
- Organizational Behavior
 - Leadership Skills for Professionals
 - Strategic and Executive Leadership
 - Employee Management and Development
 - Management Systems and Organizational Theory
- Masters and Undergraduate:
- Organizational Behavior
 - Leadership Skills
 - Strategic Leadership
 - Team Leadership
 - Human Resources Management
 - Personnel and Industrial Relations
 - Business/Management Research Methods
 - Organizational Communication
 - Organizational Communication and Decision Making
 - Training and Development
- Independent Study Supervisor:
- Numerous Doctoral, Masters, and Undergraduate
- Student Internship Sponsor:
- Numerous Masters and Undergraduate

DISSERTATION/COMPREHENSIVES/THESIS COMMITTEES

Ph.D. Dissertation Chair (11):

S.D. Dionne (1998). Team training and development in organizations: A multiple levels of analysis field experiment. (Management: OB/HRM; SUNY-Binghamton)

S. Dinger (2001). Teams in context: A longitudinal, multi-method field investigation of team effectiveness in intercollegiate men's ice hockey. (Management: OB/HRM; SUNY-Binghamton)

C. Kennedy (2002). Studying organizational change: A change response model with readiness factors. (Management: OB; SUNY-Binghamton)

P. Jacques (2003). An empirical examination of the leadership development process. (Management: OB; SUNY-Binghamton)

J.U. Chun (2006). Close and distant charismatic and contingent reward leadership: Multiple levels-of-management and multiple levels-of-analysis perspectives. (Management: OB; SUNY-Binghamton)

M.E. Palanski (2007). Integrity and leadership: A conceptual model and partial test. (Management: OB; SUNY-Binghamton)

A. Serban (2013). Leadership and team performance on a continuum of virtuality: An interactionist multilevel model and partial test (Management: OB; SUNY-Binghamton)

K. (Shirreffs) McHugh (2014). Collective decision making with an emphasis on leadership and collective intelligence (Management: OB; SUNY-Binghamton)

M. Cheong (2017). Empowering leadership: A comprehensive perspective and tests with multiple methods and studies (Management: OB; SUNY-Binghamton)

J. Kim (2018). Leader-follower dyads: A review and tests with multiple methods (Management: OB; SUNY-Binghamton)

N.G. MacLaren (2021). Speech activity and work group structure. (Management: OB; SUNY-Binghamton)

Ph.D. Dissertation Committee Member (24):

M.C. Regets (1989). Labor supply in the Naval Reserve: Moonlighting or voluntarism? (Economics; SUNY-Binghamton)

W.D. Murry (1993). Leader-member exchange and work value congruence: A multiple-levels approach. (Management: OB; Virginia Tech)

J.F. Camobreco (1995). Institutions, public opinion, and public policy in American States. (Political Science; SUNY-Binghamton)

- J.J. Sosik (1995). The impact of leadership style and anonymity on performance, creative output, and satisfaction in GDSS-supported groups. (Management: OB/HRM; SUNY-Binghamton)
- D.I. Jung (1997). Effects of different leadership styles and subordinates' cultural orientations on performance under various task structure and reward allocation conditions. (Management: OB/HRM; SUNY-Binghamton)
- S.A. Tirmizi (1998). Validity of a theory of leadership across cultures: A meta-analysis. (Management: OB/HRM; SUNY-Binghamton)
- Y. Berson (1999). A comprehensive assessment of leadership using triangulation of quantitative and qualitative methods. (Management: OB/HRM; SUNY-Binghamton)
- N.C. Wallis (1999). Follow the leader: Understanding the initiation of individualized leadership from follower and leader perspectives. (Human & Organization Development; The Fielding Institute)
- J. Busch (2003). School leadership formation: A multi-method evaluation study of the Southern Tier Leadership Academy. (Education; SUNY-Binghamton)
- M. Eom (2006). The impact of IS leadership and strategy on the IS unit performance. (Management: MIS; SUNY-Binghamton)
- J. Cho (2007). Psychological processes underlying the relationship between transformational leadership and organizational citizenship behaviors: A multiple-level approach. (Management: OB; SUNY-Buffalo)
- R. Palrecha (2008). Transformational leader model, nurturant-task leader model, and unique local leadership model: A quantitative and qualitative competitive test of three leadership models in India. (Management: OB; SUNY-Binghamton)
- N. Jiraporn (2010). Maintenance vs. attainment goals: Influence of self-regulation goal type on goal pursuit behaviors. (Management: Marketing; SUNY-Binghamton)
- R. Badran (2011). The peace agreement theory: Contracting for sustainable peace. (Political Science; SUNY-Binghamton)
- T. Das (2012). Essays on cognitive skills, non-cognitive skills, government policy, and labor market outcomes. (Economics; SUNY-Binghamton)
- A. Gupta (2013). Multi-level effects of cognitive and emotional processes on crisis perception and group decision making. (Management: OB; SUNY-Binghamton)
- C.-Y. Tsai (2015). Effects of behavior scripts on leadership process: A cognitive and multi-level perspective. (Management: OB; SUNY-Binghamton)

K.L. Sotak (2015). A within- and between-persons levels of analysis approach to motivation: A model and empirical tests. (Management: OB; SUNY-Binghamton)

C. Hao (2015). A reexamination of multiple levels of analysis from a network perspective. (Management: OB; SUNY-Binghamton)

K. Bowers (2017). Student athlete leadership development and civic engagement. (College of Community and Public Affairs; SUNY-Binghamton)

J. Guo (2020). Conceptualization and effect of unintended leader hostility: A perceptual approach. (Management: OB; SUNY-Binghamton)

J. Marshall (2022). Revisiting Machiavellianism: Shedding light on a dark construct. (Management: OB; SUNY-Binghamton)

A. Choudhury (2023). Individual effects of shared leadership: Boundary conditions and dynamics. (Management: OB; SUNY-Binghamton)

F. Jin (2023). Leader distance in virtual work: A multilevel conceptualization and investigation. (Management: OB, SUNY-Binghamton)

Ph.D. Comprehensive Exams Committees (49):

J.J. Sosik (1994) OB/HRM
 S.D. Dionne (1995) OB/HRM (Chair)
 D.I. Jung (1995) OB/HRM
 L.L. Flynn (1996) Accounting
 A. Felo (1996) Accounting
 M. Huynh (1996) MIS
 K.C. Chang (1996) Accounting
 S.A. Tirmizi (1997) OB/HRM (Chair)
 Y. Berson (1997) OB/HRM
 S. Dinger (1997) OB/HRM (Chair)
 C. Kennedy (1999) OB (Chair)
 P. Jacques (1999) OB
 R. Palrecha (1999) OB (Chair)
 J. Garger (2001-2002) OB
 H. Buchan (2001) Accounting
 M. Eom (2002) MIS
 J.U. Chun (2004) OB (Chair)
 B. Carroll (2006) OB
 M. Palanski (2006) OB (Chair)
 N. Jiraporn (2008) Marketing
 M.T. Ierlan (2008) Marketing
 R.J. Jestice (2008) MIS
 S.N. Baek (2008) MIS
 S. Ibrahim (2011) Marketing
 D. Rai (2011) Marketing
 A. Gupta (2011) OB (Chair)

C. Hao (2011) OB (Chair)
 A. Serban (2011) OB (Chair)
 D.H. Kim (2012) OB (Chair)
 K. Shirreffs (2012) OB (Chair)
 C.W. Lin (2012) Marketing
 A. Knights (2013) OB (Chair)
 K.L. Sotak (2013) OB (Chair)
 C.Y. Tsai (2013) OB (Chair)
 G. Atav (2013) Marketing
 M. Cheong (2015) OB
 J. Huang (2015, 2016) OB
 J. Lee (2015) Marketing
 J. Kim (2016) OB
 J. Guo (2017-18) OB
 J.W. Park (2017-18) OB
 N.G. MacLaren (2019) OB (Chair)
 J. Marshall (2020) OB
 A. Choudhury (2020) OB
 E. Topaloglu (2020-2022) OB
 S.K. Kurumathur (2020-2021) OB
 B. Yang (2021-2022) OB
 M. Jun (2021) OB
 F. Jin (2021) OB

Masters Thesis Chairperson:

T.A. Herbek (1987). Empathy training for hospital staff nurses: An experimental investigation. (Management: HRM; SUNY-Binghamton)

S.D. Dionne (1994). Organizational effectiveness and structure revisited: A multi-organization assessment. (Management: OB; SUNY-Binghamton)

Masters Thesis Committee Member:

J.R. James (1990). The crisis of human resources management planning in American art museums. (Arts Management; SUNY-Binghamton)

C.J. Parry, Jr. (1990). Development of operations and human resources manual for the job of "golf pro." (Management: HRM; SUNY-Binghamton)

L.K. Gupta (1994). Franchising from the perspective of the franchisor: Understanding with consideration of the franchisee and consumer. (Management: Marketing; SUNY-Binghamton)

UNIVERSITY SERVICE

Graduate Studies Committee, University of Kentucky, College of Business and Economics, 1982-1985.

M.B.A. Comprehensive Examination Committee, University of Kentucky, College of Business and Economics, 1983-1985.

Committee on D.B.A. in Management, University of Kentucky, College of Business and Economics, 1984-1985.

Chairperson (1986-1987), Member (1985-1987), Library Committee, School of Management, State University of New York at Binghamton.

Designed Mail Survey for Alumni Association of State University of New York at Binghamton, Inc., 1986.

Financial Resources Planning Committee, School of Management, State University of New York at Binghamton, 1987.

Founder (1985) and Faculty Advisor (1985-1994), Chapter of Society for Human Resource Management, State University of New York at Binghamton.

Search Committee for OB/Leadership Area Position, School of Management, State University of New York at Binghamton, numerous times from 1987-2023.

Chairperson (1989-1991, 1992-1993), Member (1986-1993), Faculty Development Committee, School of Management, State University of New York at Binghamton.

Chairperson, Search Committee for Director of University Relations, State University of New York at Binghamton, 1989.

At-Large Representative, Faculty Senate, State University of New York at Binghamton, 1989-1991.

Committee for Review of University-Wide Faculty Research Grants, State University of New York at Binghamton, 1990.

Research Enhancement Committee, School of Management, State University of New York at Binghamton, 1990.

Chairperson (1997-1999), Member (1991-1994, 1995-1999, 2001-2003, 2005-2023), Ph.D. Program Committee, School of Management, State University of New York at Binghamton.

Chairperson (1993-1994), Member (1990-2023), Junior Personnel Committee, School of Management, State University of New York at Binghamton.

External Programs Task Force, School of Management, State University of New York at Binghamton, 1992-1993.

Knaphle Award Committee, School of Management, State University of New York at Binghamton, 1992.

Educational Policy and Priorities Committee of the Faculty Senate, State University of New York at Binghamton, 1992-1993.

Research Committee, School of Management, State University of New York at Binghamton, 1994-1995.

Founder (1996), President (1996-1998), Faculty Advisor (1996-1998), and Secretary-Treasurer (2000-2005), Chapter of Beta Gamma Sigma, State University of New York at Binghamton.

Marketing Area Search Committee, School of Management, State University of New York at Binghamton, 1997-1998, 1999-2000, 2002-2003, 2003-2004, 2004-2005.

Accounting Area Search Committee, School of Management, State University of New York at Binghamton, 1997-1998, 1998-1999, 1999-2000.

Curriculum Committee, School of Management, State University of New York at Binghamton, 1997-1998.

Committee on Committees, Faculty Senate, State University of New York at Binghamton, 1997-1998.

Co-Chair, AACSB Reaccreditation Strategic Planning Steering Committee, School of Management, State University of New York at Binghamton, 1997-2000.

Chair, AACSB Reaccreditation Task Force on the Ph.D. Program, School of Management, State University of New York at Binghamton, 1997-1998.

AACSB Reaccreditation Task Force on Executive Education, School of Management, State University of New York at Binghamton, 1997-1998.

AACSB Reaccreditation Continuous Improvement Committee, School of Management, State University of New York at Binghamton, 1997-1998.

Ethics Program Committee, School of Management, State University of New York at Binghamton, 1998-2000.

Graduate Council, Graduate School, State University of New York at Binghamton, 1998-2001.

Curriculum Committee, Graduate Council of Graduate School, State University of New York at Binghamton, 1998-2000.

Search Committee for Vice Provost for Research and Graduate Studies, State University of New York at Binghamton, 1998-1999.

Search Committee for Associate Dean, School of Management, State University of New York at Binghamton, 1999.

Chair (1999-2001), Member (1999-2002), MBA Program Committee, School of Management, State University of New York at Binghamton.

Academic Affairs Subcommittee, Middle States Association Re-Accreditation, State University of New York at Binghamton, 1999-2000.

Discovery Implementation Committee, Undergraduate Initiative, State University of New York at Binghamton, 2000.

Advisory Committee for Scholarship and Research, Graduate Council of Graduate School, State University of New York at Binghamton, 2000-2002, 2003-2004, 2005-2006.

Advisory Committee, Center on Democratic Performance, State University of New York at Binghamton, 2000-2004.

Graduate Scholars Program Review Committee, Graduate School, State University of New York at Binghamton, 2001.

Graduate Council Nomination Committee, Graduate School, State University of New York at Binghamton, 2001.

Zurak Professor Search Committee, State University of New York at Binghamton, 2001-2002.

Search Committee for Director of Executive Education, School of Management, State University of New York at Binghamton, 2002.

Selection Committee for University Award for Excellence in Research, State University of New York at Binghamton, 2002.

Search Committee for Strategy Area Position, School of Management, State University of New York at Binghamton, numerous times from 2002-2021.

Search Committee for Vice President of Research, State University of New York at Binghamton, 2003-2004.

Chair (2001-2021), Member (1995-2023), Senior Personnel Committee, School of Management, State University of New York at Binghamton.

Dean's Advisory Committee, School of Management, State University of New York at Binghamton, 1996-2023.

Innovative Technology Complex (ITC) Management Committee, State University of New York at Binghamton, 2004-2006.

University-Wide Advisory Council on Distinguished Professors, State University of New York, 2004-2006.

Academic Program and Faculty Development Fund Review Committee, State University of New York at Binghamton, 2011-2012.

Binghamton University Healthcare Initiative, State University of New York at Binghamton, 2012-2013.

SUNY Distinguished Academy, State University of New York, 2012-2023.

Teaching Load Task Force (Chair), School of Management, State University of New York at Binghamton, 2012-2013

Binghamton University Road Map, Rankings and Reputation Team, 2012-2013.

Awards Committees, School of Management, State University of New York at Binghamton, 1993-1995, 1996-1998, 2001-2004, 2014-2017 (Chair), 2018-2019.

Health Sciences TAE Committee, State University of New York at Binghamton, 2013-2015.

All-University Personnel Committee, State University of New York at Binghamton, 1997-1999, 2003-2005, 2013-2015.

Distinguished Professor Advisory Committee, State University of New York at Binghamton, 2014-2017, 2019-2022.

Start-Up Suite and Start-Up New York Committees, State University of New York at Binghamton and New York State, 2005-2014, 2014-2023.

AACSB Reaccreditation Committee, School of Management, State University of New York at Binghamton, 2014-2015.

Restructuring Task Force, School of Management, State University of New York at Binghamton, 2015-2016.

Academic Honesty Committee, School of Management, State University of New York at Binghamton, 2022, 2022-2023.

CONSULTING/MANAGEMENT DEVELOPMENT/EXECUTIVE EDUCATION

Served as organizational consultant or provided management development/executive education programs to the following organizations:

Binghamton Rotary, Binghamton, NY (Not-for-Profit Community Organization)

Boys' Club, Girls' Club, and Community Memorial Center Joint Commission, Endicott, NY (Community Activities and Services).

Broome Leadership Institute, Binghamton, NY (Broome County Chamber of Commerce Program)

Caliber Associates, Fairfax, VA (Defense Consultants)

Catholic Charities of the Roman Catholic Diocese of Syracuse, NY, Utica-Rome Area,
Residential Services Division, Utica, NY (Community Residential Services)

Center for Applied Social Research Advisory Board, University of Oklahoma, Norman, OK
(Basic and Applied Behavioral and Social Research)

Central Kentucky Insurance Group, Lexington, KY (Multi-Line Insurance Sales)

C.H. Rauch, Inc., Lexington, KY (Specialty Chain Store)

Department of Public Safety, State University of New York at Buffalo, Buffalo, NY (Law
Enforcement)

Elsevier, Inc., St. Louis, MO (Publishing)

Elsevier (Science Direct and Academic Press), Oxford, United Kingdom (Publishing)

Endwell Rotary, Endwell, NY (Not-for-Profit Community Organization)

IBM Corp., Endicott Division, Endicott, NY (Electronics Packaging, Software, and E-Business
Solutions)

IBM, Corp., Federal Sector Division, Federal Systems Division, and Systems Integration
Division, Owego, NY (High Technology Governmental Products and Services)

International City Management Association, Washington, DC (Appointed Governmental
Administrators Professional Association)

ISVOR-Fiat, Turin, Italy (Management Development Institute of Fiat, Corp.)

JAI Press, Inc., Greenwich, CT (Publishing and Communication)

Lockheed Martin, Corp., Owego, NY (Defense, Aerospace, Systems Integration)

LORAL-Federal Systems, Owego, NY (High Technology Systems Integration and Aerospace
Products)

Lourdes Hospital, Binghamton, NY (Not-for-Profit Health Care)

Lupo's Quality Foods, Endicott, NY (Imported and Domestic Foods)

Maine-Endwell School District, Endwell, NY (Public School System)

Management Development Center, University of Kentucky, Lexington, KY (Executive
Education Programs)

Medtronic, Inc., Minneapolis, MN (Pacemakers and Surgical Products)

National Contract Management Association, New York Southern Tier Chapter, Binghamton, NY
(Contract Management Professional Association)

National Executive Housekeepers Association, Central New York Chapter, Syracuse, NY
(Health Care Services Professional Association)

New York State Public Safety Directors Association, Albany, NY (Law Enforcement)

Press & Sun Bulletin, Binghamton, NY (Newspaper)

Resource Recycling Technologies, Inc., Vestal, NY (Recycling Programs, Systems, and
Technologies)

Sage Publications, Newbury Park, CA (Publishing and Communication)

SkillsNet Technical Advisory Board, Waxahachie, TX (Job Skills & Analysis)

Southern Tier AIDS Program, Inc., Johnson City, NY (AIDS Education and Support Group)

Textron, Inc., Sprague-Textron Division, Owenton, KY (Industrial Manufacturing)

TRW, Inc., Compressor Components Division, Cleveland, OH (Aerospace Manufacturing)

U.S. Air Force, Griffiss Air Force Base, Rome, NY (Human Resources Program)

U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, VA and Ft.
Leavenworth, KS (Research Institutes)

U.S. Department of Education, Office of Higher Education Programs, Washington, DC
(Eisenhower Leadership Development Program)

U.S. Navy, Naval Military Personnel Command, Washington, DC (Navy Combat Leadership
Study of Operation Desert Storm)

United Way of Broome County, Binghamton, NY (Community and Human Services Agencies)

Universal Instruments, Corp., Binghamton, NY (Electronic Circuit Assembly Equipment)

University of North Carolina, Greensboro, NC (Higher Education)

University of Sofia, Sofia, Bulgaria (Higher Education)

Vestal Rotary, Vestal, NY (Not-for-Profit Community Organization)

HONORS AND AWARDS

Listed among the top 2% of all scientists/researchers in the world in management field (as of
2021), Stanford University Study, 2023

Sage Publications/RMD Distinguished Career Award, *Academy of Management, Research Methods Division*, 2021

Ranked #3 most productive leadership researcher from 1990-2017 based on number of publications in 10 top journals, citations, and collaboration network, *Leadership Quarterly*, 2019.

Distinguished Scholar, School of Business, Virginia Commonwealth University, 2018

Bass Distinguished Speaker, Center for Leadership Studies, State University of New York at Binghamton, 2017

Leadership Quarterly Decennial Influential Article Award 2003, presented in 2017, for Yammarino, F.J., Spangler, W.D., & Bass B.M. (1993). Transformational leadership and performance: A longitudinal investigation. *Leadership Quarterly*, 4, 81-102.

The Bernie Award for Outstanding Reviewer, *Leadership Quarterly*, 2017

Distinguished Scholar, Department of Psychology, Pennsylvania State University, 2016

Distinguished Scholar, LeBow College of Business, Drexel University, 2014

Corning Award for Excellence in Research, 2012-2013 (for research on “Leadership and Levels of Analysis”)

Distinguished Scholar, Belk College of Business, University of North Carolina-Charlotte, 2013

Distinguished Scholar, Bauer College of Business, University of Houston, 2012

Top 5 most highly cited leadership scholars and Top 150 most highly cited management scholars (in all fields) in the past three decades, *Academy of Management Perspectives*, 2012

The Seshe Award for Timeliness and Productivity in Journal Reviews, *Leadership Quarterly*, 1999-2000, 2000-2001, 2011

Eminent (Distinguished) Leadership Scholar Career Award, *Academy of Management Network of Leadership Scholars* and *Leadership Quarterly*, 2010

Center for Creative Leadership “Best Article Award” for the *Leadership Quarterly* for 2009 (for article entitled “Moderating Role of Subordinates’ Attitudes on Transformational Leadership and Effectiveness: A Multi-Cultural and Multi-Level Perspective”)

Distinguished Scholar, Center for the Advancement of Research Methods and Analysis, Wayne State University, 2010

Distinguished Scholar, Institute for Leadership Research, Rawls College of Business, Texas Tech University, 2007

Distinguished Scholar, Pamplin College of Business, Virginia Tech University, 2007

- Distinguished Scholar, Whitman School of Management, Syracuse University, 2006
- Distinguished Scholar, Gallup Leadership Institute, University of Nebraska-Lincoln, 2004
- Distinguished Scholar, Gallup University, Omaha, NE, 2004
- Named and promoted to SUNY Distinguished Professor by State University of New York Board of Trustees, 2003
- Distinguished Scholar, Graduate School of Professional Studies, Penn State University, 2003
- University Award for Excellence in Research, State University of New York at Binghamton, 2000-2001 (for research on "Leadership and Levels of Analysis")
- Corning Glass Research Award, 2000-2001 (for research on "Leadership")
- Distinguished Scholar, Trent Lott Leadership Institute, University of Mississippi, 2000, 2002
- Distinguished Scholar, Department of Psychology, University of Oklahoma, 2001
- Distinguished Scholar, James MacGregor Burns Academy of Leadership, Center for the Advanced Study of Leadership, University of Maryland, 2000
- Category Rank of 12 in "Most Published Authors in *Journal of Applied Psychology* and *Personnel Psychology* During the 1990's"
- Society for Industrial and Organizational Psychology (Division 14 of American Psychological Association) Fellow, 1999
- Hall of Fame Professor Award, Executive MBA-Lockheed Martin, Class of 1999, State University of New York at Binghamton
- Center for Creative Leadership "Best Article Award" for the *Leadership Quarterly* for 1998 (for article entitled "Transformational and Contingent Reward Leadership: Individual, Dyad, and Group Levels of Analysis")
- Fastest Excellent Reviewer Award, *Academy of Management Journal*, 1997-1998
- Outstanding Professor Award, Executive MBA-Health Care Professionals, Class of 1998, State University of New York at Binghamton
- Distinguished Scholar, School of Business Administration, University of Miami, 1996
- Center for Creative Leadership "Best Article Runner-Up Award" for the *Leadership Quarterly* for 1990-1993 (for article entitled "Transformational Leadership and Performance: A Longitudinal Investigation")

Corning Glass Innovation and Research Award, 1992-1993 (for research on "Multiple Levels of Analysis")

Research Semester Award, State University of New York at Binghamton, 1991

American Psychological Society Fellow, 1990

Distinguished Scholar, College of Business, San Diego State University, 1989

Woodburn Research Fellowship, 1979-1981

Academy of Management Organizational Doctoral Consortium Fellow, 1979

M.B.A. Wall Street Journal Award for Academic Excellence, 1979

Graduate with Highest Distinction (summa cum laude), M.B.A., 1979

Beta Gamma Sigma National Scholastic Honorary Society, 1976

Graduate with Highest Distinction (summa cum laude), B.S., 1976

BIOGRAPHICAL CITATIONS

Who's Who in the World

Who's Who in America

Who's Who in the East

Who's Who in American Education

Who's Who in Business Higher Education

Who's Who in Finance and Industry

Who's Who in Finance and Business

Who's Who in the Management Sciences

Who's Who in Science and Engineering

Who's Who of Emerging Leaders in America

Who's Who in Human Resources

Who's Who in Finance and Industry

International Directory of Business and Management Scholars and Research

Men of Achievement

International Man of the Year

International Book of Honor

International Directory of Distinguished Leadership

Five Thousand Personalities of the World

Personalities of the Americas

Dictionary of International Biography

Who's Who Among Human Services Professionals

Community Leaders of America

International Youth in Achievement

PROFESSIONAL AFFILIATIONS (to 2023)

Academy of Management (OB & RM Divisions)

Society for Industrial and Organizational Psychology (Division 14 of American Psychological Association) (Fellow)

Association for Psychological Sciences (American Psychological Society) (Fellow)

Society for Organizational Behavior (Fellow)

Beta Gamma Sigma