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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-pres        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-pres        Director, Center for Leadership Studies, State University of New York at  
 Binghamton
- 2003-pres,  
 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, 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 team dynamics and decision making, self-other (multi-source) rating agreement, and multi-level research methodologies.

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## JOURNAL ARTICLES

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Yammarino, F.J., & Dubinsky, A.J. (1987). On job satisfaction: It's the relationships that count! *Journal of Risk and Insurance*, 54, 804-809. <http://www.jstor.org/stable/253127>

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- Yammarino, F.J., & Waldman, D.A. (1990). A multiple levels perspective on leadership theory and research. *International Congress of Applied Psychology*, 22, 158 (Abstract).
- Waldman, D.A., Yammarino, F.J., & Bass, B.M. (1990). Leadership in the Navy: Going beyond leader-follower transactions. *Society for Industrial and Organizational Psychology Conference*, 5 (Presentation).
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- Atwater, L.E., & Yammarino, F.J. (1990). Distorting factors in leadership perceptions: Should leadership ratings be abandoned? *American Psychological Association Conference*, 98 (Presentation).
- Atwater, L.E., & Yammarino, F.J. (1990). The moderating effect of self-perception accuracy on predictor/leadership relationships. *American Psychological Association Conference*, 98 (Presentation).

- Yammarino, F.J. (1991). A levels of analysis investigation of participation in decision-making. *Society for Industrial and Organizational Psychology Conference, 6* (Presentation).
- Agarwal, M.K., & Yammarino, F.J. (1991). Alumni-giving: A conceptual framework and partial test. *American Marketing Association Educators' Proceedings, 2* (Summer), 282-291.
- Yammarino, F.J. (1992). Multi-level inferences approaches in organizational research. *Society for Industrial and Organizational Psychology Conference, 7* (Symposium Organizer/Chair).
- Yammarino, F.J. (1993). Transformational leadership: Going beyond the budget. *Annual Mid-Winter Conference on Educational Administration, Mankato State University* (Invited Keynote Address).
- Atwater, L.E., & Yammarino, F.J. (1993). Bases of power in relation to leader behavior: A field investigation. *Society for Industrial and Organizational Psychology Conference, 8* (Presentation).
- Yammarino, F.J. (1993). The "varient" approach to multi-level theory formulation and testing. *Society for Industrial and Organizational Psychology Conference, 8* (Presentation).
- Yammarino, F.J. (1993). Part I: A meso model and test of organizational leadership and effectiveness. Part II: The role of the *Leadership Quarterly* in advancing leadership theory and research. *Center for Creative Leadership Colloquium* (Invited Address).
- Yammarino, F.J. (1994). A meso approach to leadership and effectiveness in organizations. *The 1994 Meso Conference* (Invited Presentation).
- Yammarino, F.J. (1994). Citation for 1994 SIOP Distinguished Scientific Contributions Award to Bernard M. Bass. *Society for Industrial and Organizational Psychology Conference, 9* (Award Presentation Ceremony).
- Wilson, S.D., Yammarino, F.J., Comer, L.B., Dubinsky, A.J., & Jolson, M.A. (1994). Female manager leadership and subordinate effectiveness. *Society for Industrial and Organizational Psychology Conference, 9* (Presentation).
- Yammarino, F.J. (1995). Bernard M. Bass: Scientific contributions that transformed I/O psychology. *Society for Industrial and Organizational Psychology Conference, 10* (Introduction for Scientific Contributions Award Session).
- Yammarino, F.J. (1995). Managing diverse players and teams with transformational leadership. *ACM-SIGUCCS Computer Services Management Symposium, 22* (Invited Keynote Address).
- Yammarino, F.J., & Dansereau, F. (1995). Dyadic leadership: Multiple views and longitudinal considerations. *Academy of Management Conference, 55* (Presentation).

- Atwater, L.E., & Yammarino, F.J. (1996). Self-other agreement and development: Linking the rating process to the process of development. *Society for Industrial and Organizational Psychology Conference, 11* (Presentation).
- Yammarino, F.J. (1996). Part I: Multiple-level theory and methods. Part II: Journal review process from an editor's perspective. *School of Business Administration, University of Miami, Visiting Scholar Colloquia* (Invited Address).
- Schriesheim, C.A., Castro, S.L., & Yammarino, F.J. (1996). A comparison of multiple relationship analysis and multivariate within- and between-entities analysis for examining level-of-analysis moderator effects. *Proceedings of the Southern Management Association, 61-65*.
- Yammarino, F.J. (1997). Multiple-level theory and methods in leadership research. *Center for Cognitive and Psycholinguistic Studies and Department of Psychology Joint Colloquia, State University of New York at Binghamton* (Invited Address).
- Yammarino, F.J. (1997). Team and group leadership: Back to the roots. *Interface of Leadership and Team Processes in Organizations Conference, George Mason University and Army Research Institute* (Invited Keynote Address).
- Berson, Y., & Yammarino, F.J. (1998). Followership, leadership, and attachment styles: A developmental approach. *Society for Industrial and Organizational Psychology Conference, 13* (Presentation).
- Yammarino, F.J. (1998). Integrating the buzz words of business: Leadership 2000. *Executive Management Series, State University of New York at Binghamton* (Invited Address).
- Yammarino, F.J. (1998). Conceptual issues and general principles of WABA. *Southern Management Association Conference* (Presentation).
- Yammarino, F.J. (1999). Frontiers of leadership: The multiple-level approaches. *Society for Industrial and Organizational Psychology Conference, 14* (Presentation).
- Yammarino, F.J. (1999). Directing a small, high-quality doctoral program in management. *Association of Directors of Doctoral Programs in Business Conference* (Invited Presentation).
- Yammarino, F.J. (1999). Leadership 2000: Managing diverse players and teams. *National Contract Management Association Conference* (Invited Address).
- Yammarino, F.J. (1999). Cutting edge of leadership: The multiple-level approaches. *Academy of Management Conference, 59* (Symposium Organizer).
- Schriesheim, C.A., Castro, S.L., Zhou, X., & Yammarino, F.J. (1999). In search of the level of analysis for leader-member exchange: Theory on and research of four alternatives. *Academy of Management Conference, 59* (Presentation).

- Dinger, S.L., & Yammarino, F.J. (1999). Advances in team research: Incorporating levels of analysis for stronger theory, measurement, and analysis. *Academy of Management Conference, 59* (Symposium Organizer).
- Dinger, S.L., & Yammarino, F.J. (1999). Teams in context: A longitudinal, multi-method field investigation of team effectiveness in intercollegiate men's ice hockey. *Academy of Management Conference, 59* (Presentation).
- Yammarino, F.J. (1999). Self-other agreement in leadership and levels of analysis research. *Academy of Management Conference, 59* (Presentation).
- Yammarino, F.J., & Atwater, L.E. (2000). A WABA approach for the assessment of 360-degree feedback. *Society for Industrial and Organizational Psychology Conference, 15* (Presentation).
- Yammarino, F.J. (2000). Comments on identification and development of top-level organizational leaders. *Society for Industrial and Organizational Psychology Conference, 15* (Presentation).
- Yammarino, F.J. (2000). Comments on multilevel research methodology. *Academy of Management Conference, 60* (Presentation).
- Yammarino, F.J. (2000). Research in multi-level issues: Publishing in new times and realities. *Southern Management Association Conference* (All-Conference Panel Discussion Organizer).
- Yammarino, F.J. (2001). A variant/WABA approach to multi-level theory building and testing. *Distinguished Professor Lecture Series of the University of Oklahoma* (Invited Address).
- Yammarino, F.J. (2001). Comments on modern analytic techniques in the study of 360 degree performance ratings. *Society for Industrial and Organizational Psychology Conference, 16* (Presentation).
- Tosi, H.L., Misangyi, V.F., Fanelli, A., Waldman, D.A., & Yammarino, F.J. (2002). CEO charisma, compensation, and firm performance. *Academy of Management Conference, 62* (Presentation).
- Kim, K., Dansereau, F., Alutto, J.A., Yammarino, F.J., & Markham, S.E. (2002). Role-taking in organizations: An investigation of multi-level effects. *Academy of Management Conference, 62* (Presentation).
- Tirmizi, S.A., Spangler, W.D., Yammarino, F.J., & Agha, S. (2002). Power distance and leadership: A cross-cultural meta-analysis. *Asian Academy of Management Conference, 3* (Presentation).
- Yammarino, F.J. (2003). Comments on multi-level perspectives on emotions in organizations. *Society for Industrial and Organizational Psychology Conference, 18* (Presentation).

- Sosik, J.J., Godshalk, V.M., & Yammarino, F.J. (2003). Examining mentor-protégé relationships from multiple levels of analysis. *Society for Industrial and Organizational Psychology Conference, 18* (Presentation).
- Jacques, P., Yammarino, F.J., & Avolio, B.J. (2003). Examining antecedents to leadership emergence and development. *Society for Industrial and Organizational Psychology Conference, 18* (Presentation).
- Yammarino, F.J. (2003). Multi-source ratings and levels of analysis: Implications for research and feedback to managers. *Research Showcase Lecture Series of Penn State University* (Invited Address).
- Yammarino, F.J. (2003). Individualized leadership for the 21<sup>st</sup> century. *State University Human Resources Association Conference* (Keynote Address).
- Jacques, P., Yammarino, F.J., & Avolio, B.J. (2004). The developmental trajectory of male and female cadets in a military academic setting. *Society for Industrial and Organizational Psychology Conference, 19* (Presentation).
- Yammarino, F.J. (2004). Comments on strategic leadership of high-technology organizations. *Academy of Management Conference, 64* (Presentation).
- Kim, K., Dansereau, F., Alutto, J.A., Yammarino, F.J., & Markham, S.E. (2004). When supervisors transfer subordinates to other supervisors: The role of leadership. *Academy of Management Conference, 64* (Presentation).
- Dionne, S.D., Yammarino, F.J., Chun, J.U., & Spangler, W.D. (2004). Levels of analysis incorporation for impact review of quality of research: A leadership illustration. *Academy of Management Conference, 64* (Presentation).
- Yammarino, F.J. (2004). Fostering positive organizational behavior and performance with authentic leadership: A multi-level perspective. *Gallup Leadership Summit, 1* (Presentation).
- Yammarino, F.J. (2004). Leadership and team dynamics in long-term space flight. *Society for Organizational Behavior Conference, 30* (Presentation).
- Joseph, C.V., Douglas, S.C., & Yammarino, F.J. (2005). The role of attributions in individualized leadership dyads. *Southwest Academy of Management Conference* (Presentation).
- Yammarino, F.J., Mumford, M.D., Connelly, M.S., & Dionne, S.D. (2005). Leadership and team dynamics in long-term space flight: A 21<sup>st</sup> century approach. *Academy of Management Conference, 65* (Presentation).
- Yammarino, F.J. (2006). Leadership and team dynamics in long-term space flight for the 21<sup>st</sup> century. *Syracuse University Distinguished Speaker Series* (Invited Address).



- Reiter-Palmon, R., Herman, A., & Yammarino, F.J. (2006). Creativity and cognitive processes: Multi-level linkages between individual and team cognition. *Academy of Management Conference*, 66 (Presentation).
- Chun, J.U., Yammarino, F.J., Dionne, S.D., Sosik, J.J., & Moon, H.K. (2007). Charismatic leadership at a distance: Evidence from Korea. *Society for Industrial and Organizational Psychology Conference*, 22 (Presentation).
- Yammarino, F.J. (2007). Leadership and team dynamics for a dangerous world. *Virginia Tech Distinguished Speaker Series* (Invited Address).
- Yammarino, F.J. (2007). Leadership and team dynamics for dangerous contexts. *West Point Global Leadership Conference* (Invited Presentation).
- Jacques, P.H., Yammarino, F.J., Avolio, B.J., & Garger, J. (2007). Early predictors of leadership potential and performance at the United States Military Academy. *Academy of Management Conference*, 67 (Presentation).
- Dionne, S.D., Sayama, H., Ferrell, D., Yammarino, F.J., Wilson, D.S., Federman, J., Carroll, E., & Gause, D. (2007). Evolutionary perspective on group decision making: A within- and between-groups simulation. *Academy of Management Conference*, 67 (Presentation).
- Chun, J.U., Yammarino, F.J., Dionne, S.D., Sosik, J.J., & Moon, H.K. (2007). Leadership across hierarchical levels: Multiple levels of management and multiple levels of analysis. *Academy of Management Conference*, 67 (Presentation).
- Jung, D.I., Yammarino, F.J., & Lee, J.K. (2007). Moderating role of subordinates' attitudes on transformational leadership and effectiveness: A multi-cultural and multi-level perspective. *Meso Modeling of Leadership: Festschrift for Jerry Hunt* (Presentation).
- Ferrell, D., Sayama, H., Dionne, S.D., Yammarino, F.J., & Wilson, D.S. (2007). Evolutionary perspective on collective decision making. *International Conference on Complex Systems (ICCS)*, 7 (Presentation).
- Dansereau, F., & Yammarino, F.J. (2008). Multi-level issues in leadership. *Society for Industrial and Organizational Psychology Conference*, 23 (Presentation).
- Gooty, J., & Yammarino, F.J. (2009). Leader-member social exchange: A multi-level examination of antecedents and consequences. *Society for Industrial and Organizational Psychology Conference*, 24 (Presentation).
- Palanski, M.E., & Yammarino, F.J. (2009). When behavioral integrity hurts: The negative effects of behavioral integrity on leader job performance. *Academy of Management Conference*, 69 (Presentation).
- Dionne, S.D., Sayama, H., & Yammarino, F.J. (2009). An examination of team emergent processes, mental models, and decision making with agent-based modeling. *Academy of Management Conference*, 69 (Presentation).

- Yammarino, F.J. (2010). Multi-level issues and WABA. *Center for the Advancement of Research Methods and Analysis, Wayne State University* (Invited Address).
- Palrecha, R., Spangler, W.D., & Yammarino, F.J. (2010). Computerized content analysis: An iterative process to code qualitative data accurately. *Academy of Management Conference, 70* (Presentation).
- Yammarino, F.J. (2010). A not so distinguished life at SUNY (Distinguished Leadership Scholar Award). *Academy of Management Conference, 70* (Invited Address).
- Palanski, M.E., Kahai, S., & Yammarino, F.J. (2010). Team virtues and performance: An examination of transparency, behavioral integrity, and trust. *Southern Management Association Conference* (Presentation).
- Sayama, H., Dionne, S.D., Laramée, C.B., Schaffer, J.D., & Yammarino, F.J. (2010). Evolutionary perspective on collective decision making: Computer simulations and human-subject experiments. *Computational Social Science Society Conference, 2010 CSSS* (Presentation and Proceedings).
- Sayama, H., Dionne, S.D., Laramée, C.B., Schaffer, J.D., & Yammarino, F.J. (2010). Evolutionary perspective on collective decision making. *NSF Human and Social Dynamics 2010 Grantees Conference*. Arlington, VA (Presentation).
- Akaishi, J., Sayama, H., Dionne, S.D., Chen, X., Gupta, A., Hao, C., Serban, A., Bush, B.J., Head, H.J., & Yammarino, F.J. (2010). Reconstructing history of social network evolution using web search engines. *Bionetics 2010: International ICST Conference on Bio-Inspired Models of Networks, Information, and Computing Systems; Special Track on State-Typology on Coevolution in Adaptive Networks* (Presentation); and in *Proceedings of the 5th International ICST Conference on Bio-Inspired Models of Network, Information, and Computing Systems (BIONETICS 2010 -- Boston, MA, December 1-3, 2010)*, Jun Suzuki and Tadashi Nakano, eds., LNICST 87, pp.155–162, 2012. Springer. DOI: 10.1007/978-3-642-32615-8\_18.
- Yammarino, F.J. (2010). Transformational leadership effectiveness. *Center for Creative Leadership, Greensboro, NC* (Invited Address for Best Article Award).
- Gooty, J., Kluemper, D.H., Little, L.M., & Yammarino, F.J. (2011). The role of emotions and cognitions in the development of interpersonal trust. *Academy of Management Conference, 71* (Presentation).
- Yammarino, F.J. (2011). Twice visually challenged: The double-blind review process. *Society for Organizational Behavior Conference, 37* (Presentation).
- Yammarino, F.J. (2012). Assassination and leadership. *Bauer College of Business, University of Houston* (Invited Address).

- Yammarino, F.J., & Mumford, M.D. (2012). Leadership and organizational politics: A multi-level review and framework of pragmatic deals. *Society for Industrial and Organizational Psychology Conference, 27* (Presentation).
- Schriesheim, C.A., Yammarino, F.J., Sosik, J.J., Jung, D.I., & Liu, T.Y. (2012). The empirical level of analysis of the multifactor leadership questionnaire (MLQ) form 5X items. *Society for Industrial and Organizational Psychology Conference, 27* (Presentation).
- Dionne, S.D., Chun, J.U., Hao, C., Serban, A., Yammarino, F.J., & Spangler, W.D. (2012). Levels of analysis incorporation and publication quality: An illustration with transformational/charismatic leadership. *Society for Industrial and Organizational Psychology Conference, 27* (Presentation).
- Yammarino, F.J. (2012). Elevating leadership research: Mentoring with global scholars. *Academy of Management Conference, 72* (Presentation).
- Braddy, P.W., Gooty, J., Fleenor, J.W., & Yammarino, F.J. (2012). Self-other rating agreement: Implications for leadership effectiveness and career derailment. *Academy of Management Conference, 72* (Presentation).
- Yammarino, F.J. (2012). Leadership without and with the *Leadership Quarterly*. *University of Houston Leadership Consortium, Bauer College of Business, University of Houston* (Keynote Address).
- Farrell, D., Sayama, H., Dionne, S.D., Yammarino, F.J., & Wilson, D.S. (2012). Evolutionary perspective on collective decision making. In A.A. Minai, D. Braha, & B.-Y. Yaner (Eds.), *Unifying Themes in Complex Systems VII, Proceedings of the Seventh International Conference on Complex Systems* (pp. 75-84). Berlin, Germany: Springer.
- Cullen, K.L., Gentry, W.A., & Yammarino, F.J. (2013). Cultural differences in self-other disagreement and leader derailment. *Society for Industrial and Organizational Psychology Conference, 28* (Presentation).
- Serban, A., Yammarino, F.J., Dionne, S., Kahai, S., & Shirreffs, K.A. (2013). Testing leadership and team performance in face-to-face and virtual teams. *Society for Industrial and Organizational Psychology Conference, 28* (Presentation).
- Yammarino, F.J. (2013). Assassination and leadership. *Belk College of Business, University of North Carolina at Charlotte* (Invited Address).
- Gooty, J., & Yammarino, F.J. (2013). The leader-member exchange relationship: A multi-source, cross-level investigation. *Southern Management Association Conference* (Presentation).
- Gupta, A., Knights, A., Dionne, S.D., & Yammarino, F.J. (2013). Cognitive and emotional processes effects on crisis perception and decision quality. *7<sup>th</sup> ISDSI (Indian Subcontinent Region of Decision Sciences Institute) & 5<sup>th</sup> OSCM (Operations and Supply Chain Management Forum) International Conference* (Presentation).

- Sayama, H., Dionne, S.D., & Yammarino, F.J. (2013). Evolutionary perspectives on collective decision making: Studying the implications of diversity and social network structure with agent-based simulations. *arXiv preprint arXiv:1311.3674* (Cornell University Library).
- Cheong, M., Spain, S.M., Yun, S., & Yammarino, F.J. (2014). Enabling and burdening: Paradoxical mechanisms of empowering leadership. *Society for Industrial and Organizational Psychology Conference, 29* (Presentation).
- Serban, A., Yammarino, F.J., Dionne, S.D., Kahai, S.S., & Sotak, K.L. (2014). Impact of virtuality and leader centrality on team performance. *Society for Industrial and Organizational Psychology Conference, 29* (Presentation).
- Yammarino, F.J. (2014). Leadership, levels, and NASA. *LeBow College of Business, Drexel University* (Invited Address).
- Yammarino, F.J. (2014). Mentoring words to promote high quality leadership research. *Academy of Management Conference, 74* (Presentation).
- Yammarino, F.J. (2014). Words in the measurement of leadership. *Academy of Management Conference, 74* (Presentation).
- Cheong, M., Spain, S.M., Yammarino, F.J., & Yun, S. (2014). The two faces of empowering leadership: Enabling and burdening. *Southern Management Association Conference* (Presentation).
- Yammarino, F.J. (2014). Multi-level issues in evolutionary theory and organizational behavior/leadership. *Evolutionary Studies Program Seminar Speaker, State University of New York at Binghamton* (Invited Address).
- Yammarino, F.J. (2015). Leadership, levels, and NASA: Mars mission. *Collective Dynamics of Complex Systems Research Group (CoCo) Seminar Series Speaker, State University of New York at Binghamton* (Invited Address).
- Connelly, M.S., Mumford, M.D., Yammarino, F.J., Day, E.A., Gibson, P.C., McIntosh, T., & Mulhearn, T. (2015). Leadership/Followership for long-duration space missions. *Society for Industrial and Organizational Psychology Conference, 30* (Presentation).
- Sotak, K.L., Spain, S.M., Dionne, S.D., & Yammarino, F.J. (2015). A within-person approach to observing cyclical patterns of motivation. *Academy of Management Conference, 75* (Presentation).
- 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,*

*10<sup>th</sup> Annual Address, State University of New York at Binghamton, Center for Leadership Studies (Invited Address).*

## TECHNICAL REPORTS

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- 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.

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- 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., Laramee, C., Dionne, S.D., Yammarino, F.J., & Schaffer, J.D. (2012). Evolutionary perspective on collective decision making. *National Science Foundation, Final 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>

## RESEARCH GRANTS

- 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.
- 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*, 3 years, \$441,000.

## **EDITORIAL ACTIVITIES**

### Editorial Review Boards

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

*Academy of Management Discoveries*, 2014-present

Guest Co-Editor (with R. Eckardt, S. Spain, S. Dionne, & T. Moliterno), Special Issue/Feature Topic on New Approaches to Multilevel Methods and Statistics, *Organizational Research Methods*, 2017-2019/20

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

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

Guest Editor, *Leadership Quarterly 25<sup>th</sup> 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**

Society for Organizational Behavior, Executive Committee, 2016-2020

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 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:

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)

Ph.D. Dissertation Committee Member:

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)

Ph.D. Comprehensive Exams Committees:

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) OB  
 J.W. Park (2017) 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.

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-present), Ph.D. Program Committee, School of Management, State University of New York at Binghamton.

Chairperson (1993-1994), Member (1990-present), 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, 2002, 2006-2007, 2007-2008, 2012-2013.

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

Chair (2001-present), Member (1995-present), 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-present.

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-present.

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).

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.

Start-Up Committee, State University of New York at Binghamton and New York State, 2005-2014, 2014-present.

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.

### **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**

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, *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 Award, for outstanding career contributions to the  
study of leadership, 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**

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

## **WORK IN PROCESS, UNDER REVIEW, AND REFERENCES**

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