

# **RORY ECKARDT**

Professor of Strategy  
School of Management  
Binghamton University  
State University of New York  
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(607) 777-3437

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## **EDUCATION**

### **Ph.D. in Management**

Concentration: Strategic Management  
University of Massachusetts Amherst, Amherst, MA  
Isenberg School of Management, 2014

### **Master of Business Administration**

Concentration: Finance  
University of Maine, Orono, ME  
Maine Business School, 2006

### **Bachelor of Science in Forest Operations Science**

University of Maine, Orono, ME  
School of Forest Resources, 2005

## **ACADEMIC EXPERIENCE**

2025-present: Professor of Strategy, School of Management  
Binghamton University, Binghamton, NY

2019-2025: Associate Professor of Strategy, School of Management  
Binghamton University, Binghamton, NY

2022-present: Dhillon Family Faculty Fellow, School of Management,  
Binghamton University, Binghamton, NY

2022-2023: PhD Program Director, School of Management,  
Binghamton University, Binghamton, NY

2014-2019: Assistant Professor of Strategy, School of Management  
Binghamton University, Binghamton, NY

2015-present: Fellow, Center for Leadership Studies, Binghamton  
University. Binghamton, NY.

2020-present: Core Faculty, Center for Collective Dynamics of Complex Systems, Binghamton University. Binghamton, NY.

## RESEARCH INTERESTS

Strategic human capital  
Multilevel methods

## PUBLICATIONS

Aversa, P., Moliterno, T., Rockmann, K., Bothner, M., Sharapov, D., and Eckardt, R. (in press). "A New Playing Field: Sports Settings for Management Theories." *Academy of Management Discoveries*.

Choudhury, M., Moliterno, T., Eckardt, R., Morris, S., and Crocker, A. (in press). "Managerial Human Capital External Mobility: A Signaling Perspective." *Journal of Management*.

Boon, C., Jiang, K., and Eckardt, R. (2025) "The Role of Time in Strategic Human Resource Management Research: A Review and Research Agenda." *Journal of Management*, 51(1), 172-211.

Trzebiatowski, T., Jiang, K., Zhang, Z., Eckardt, R. and Kim, Y. (2025) "A Diversity Set Perspective: Examining the Interactive Effects of Diversity Practices on Women and Minority Non-leader and Leader Turnover." *Academy of Management Journal*, 68: 191-220.

Havrylyshyn, A., Eckardt, R., & Yakushko, N. (2024) "Management Research on the War in Ukraine: Building Theory and Supporting Practitioners." *European Management Journal*, 42: 647-652.

Jun, M. and Eckardt, R. (2024). "Training and Employee Turnover: A Social Exchange Perspective." *Business Research Quarterly*.

Lyle, M., Eckardt, R., Corley, K. and Lepak, D. (2023) "Gravity's Pull: The Identity-Related Motives and Outcomes of Hiring Stars." *Human Resource Management Review*, 33:

Brimhall, K., Tsai, C., Eckardt, R., Dionne, S., Yang, B., and Sharp, A. (2023). "The Effects of Leadership for Self-worth, Inclusion, Trust, and Psychological Safety on Medical Error Reporting." *Health Care Management Review*, 48: 120-129.

Eckardt, R., Lutz, J., Mackay, D., and McKeever, D. (2022) "Stumpage Price Distributions and Correlations and Their Impact on Timberland Investment Modeling: An Analysis Using Maine Stumpage Prices (1961-2017)." *Journal of Forestry*, 120: 241-255.

Blevins, D., Ragozzino, R., and Eckardt, R. (2022). "Corporate Governance and Performance in Nonprofit Organizations." *Strategic Organization*, 20: 293-317.

Eckardt, R., Yammarino, F., Dionne, S., and Spain, S., T. (2021). "Multilevel Methods and Statistics: The Next Frontier." *Organizational Research Methods*, 24: 187-218.

Eckardt, R., Crocker, A., and Tsai, C. (2021). "Clarifying and Empirically Assessing the Concept of Human Capital Resource Emergence." *International Journal of Human Resource Management*, 32: 279-306.

Eckardt, R., Tsai, C., Dionne, S., Dunne, D., Spain, S., Park, J., Cheong, M., Kim, J., Guo, J., Hao, C., and Kim, E. (2021). "Human Capital Resource Emergence and Leadership." *Journal of Organizational Behavior*, 42: 269-295.

Kim, J., Yammarino, F., Dionne, S., Eckardt, R., Cheong, M., Guo, J., Park, J., and Tsai, C. (2020). "State-of-the-Science Review of Leader-Follower Dyad Research." *The Leadership Quarterly*, 31:

Eckardt, R. and Jiang, K. (2019). "Human Capital Resource Emergence: Theoretical and Methodological Clarifications and a Path Forward." In A. J. Nyberg & T. P. Moliterno (Eds.), *Handbook of Research on Strategic Human Capital Resources*.

Eckardt, R., Crocker, A., Ahn, Y., Floyd, S., Boyd, B., Hodgkinson, G., Kozlowski, S., Moliterno, T., and Starbuck, W. (2019). "Reflections on the Micro-Macro Divides: Ideas from the Trenches and Moving Forward." *Strategic Organization*, 17: 385-402.

Eckardt, R., Skaggs, B. and Lepak, D. (2018). "An Examination of the Firm-Level Performance Impact of Cluster Hiring in Knowledge Intensive Firms." *Academy of Management Journal*, 61: 919-944.

Boon, C., Eckardt, R., Lepak, D. and Boselie, P. (2018) "Integrating Strategic Human Capital and Strategic Human Resource Management." *International Journal of Human Resource Management*, 29: 34-67.

Eckardt, R. and Skaggs, B. (2018). "Service Diversification and Growth of Professional Service Firms." *Long Range Planning*, 51: 111-126.

Eckardt, R. and Benjamin, J. (2015) “Human Centric Approaches to the Study of Forest Operations: A Review and Integration of Organizational Science Research Areas.” *Journal of Forestry*, 113: 248-256.

Eckardt, R., Skaggs, B., and Youndt, M. (2014) “Turnover and Knowledge Loss: An Examination of the Differential Impact of Production Manager and Worker Turnover in Service and Manufacturing Firms.” *Journal of Management Studies*, 51: 1025 – 1057

Crocker, A. and Eckardt, R. (2014) “A Multilevel Investigation of Individual and Unit-Level Human Capital Complementarities.” *Journal of Management*, 40: 509 -530

## **PAPERS UNDER REVIEW**

Tsai, C. Y., Marshall, J., Eckardt, R., Dionne, S., Jung, M., Hou, Y., Yang, B. “Human-Robot Complementarities and Value Creation for Organizations.” Revise and Resubmit (third round) at *Journal of Organizational Behavior*.

Havrylyshyn, A., Eckardt, R., & Yakushko, N. “The Coming Blue and Yellow Phoenix? An Interdisciplinary Review of Social Sciences to Inform the Rebuilding of Ukraine.” Revise and Resubmit at *European Management Journal*.

Topaloglu, E., Eckardt, R., Tsai, C. Y., Dionne, S. and Spain S. “Competitor Imitation of Nontraditional Labor Market Approaches: An Institutional Theory Approach.” Under review at *Human Resource Management*.

Oh, C., Park, J., Ko, Y., and Eckardt, R. “Health as human capital resources: A review and synthesis, and multilevel integrative framework.” Under review at *Journal of Management*.

Gauthier, J., Eckardt, R., Topaloglu, E. and Kappen, J. “The Climate Is Changing — Is Business Education?” Under review at *Journal of Management Education*.

McKeever, D., Eckardt, R., Moliterno, T., and Barney, J. “Lucky or Good? An Empirical Analysis of Resource-picking in Strategic Factor Markets.” Under review at *Management Science*

Oh. C., Eckardt, R., and Park, J. “Have we Advanced a Truly Microfoundational view of Strategic Organization”. Under review at *Strategic Organization*.

## **WORKS IN PROGRESS**

Eckardt, R., Jun, M., Blevins, D. and Spain, S. "Complementarities and Human Capital Rents."

Lyle, M., Eckardt, R., Skaggs, B. and Oh., C. "An Examination of the Comparative Value of Human Capital Related Complementarities to Firm Productivity and Profitability."

Eckardt, R. and Maupin, C. "Human Capital Resource Emergence: An Assembly and Causal Process Theory of Change Approach."

Lyle, M. and Eckardt, R. "Breaking from Orbit: Star Identification Drift Following Perceived Status Gain"

Jun, M., Eckardt, R., Boone, C., and Jiang, K. "HR System Complementarity: Development and Assessment of a Model-Based Measurement Approach."

Jun, M., Eckardt, R., Tsai, C. Y., Dionne, S., and Boon, C. "HR Systems and Human Capital Resource Emergence."

Jun, M., Eckardt, R., Li, M., Jin, F., Kim, J., Tsai, C. Y., and Dionne S. "Measures of Complementarities/Synergies: A Systematic Review of the Organizational Science Literature"

Yang, B., Eckardt, R., Jin, F., Tsai, C. Y., and Yammarino, F. "CEO Life Cycle: Influences of Organizational Performance and Status."

Yang, B., Tsai, C. Y., Weng, D., Eckardt, R. and Dionne, S. "'CEO Seasons Model: A Review from a Leadership Process Perspective"

## **OTHER ARTICLES**

Eckardt, R. (2018). "Business-Level Strategy: What is it and Why is it Essential?" *The Northern Logger & Timber Processor*, June 2018.

Crocker, A. and Eckardt, R. (2018). "Our Ability to Bridge the Micro-Macro Divides: Implications for our Interest Group." *Strategic Human Capital Newsletter*, Vol. 7, Issue 1.

Eckardt, R. and Moliterno, T.P. (2016). "Multilevel Empirical Research on Strategic Human Capital." *Strategic Human Capital Newsletter*, Vol. 5, Issue 1.

Eckardt, R. (2007). "Forest Harvesting Systems for Biomass Production: Renewable Biomass from the Forests of Massachusetts"

Prepared with Innovative Natural Resource Solutions for the Massachusetts Division of Energy Resources and Department of Conservation and Recreation.

Eckardt, R. (2006). "Trucking Efficiency: A Northeast Study." *Forest Operations Review*, Vol. 8 No. 2

**REFEREED  
CONFERENCE  
PRESENTATIONS**

Wang, Y. and Eckardt, R. (2025). "Work-From-Home and Its Implications for Firm Performance". To be presented at the INFORMS 2025 Conference.

Jun, M., Eckardt, R., and Dionne, S. D. (2025). "The Effects of HR Systems and HR Managers on Human Capital Resource Emergence". To be presented at the *Academy of Management* 2025 Conference.

Jun, M., Eckardt, R., Li, M., Jin, F., Kim, J., Tsai, C. Y., and Dionne S. "Measures of Complementarities/Synergies: A Systematic Review of the Organizational Science Literature". Presented at the *Southern Management Association* 2024 Conference.

Choudhury, M., Moliterno, T., Eckardt, R., Morris, S., and Crocker, A. "Mobility and signals of managerial human capital: Time to promotion and time in role" Presented at the 2024 *Strategic Management Society International Annual Conference*.

Jun, M., Eckardt, R., Tsai, C., Dionne, S. (2024). HR Systems and Human Capital Resource Emergence. Presented at the *Academy of Management Meeting* in August 2024. HR Division. \* Best Paper in Human Resource Division \*

Mastroleo, N. R. Eckardt, R., Acton, B. P., Hansbrough, T. K., Hernandez Acton, E., Ko, Y. H., Reynolds, L. Scaringi, G., Tsai, C.-Y., & Dionne, S. D. (2023). "Initial Development of an Alternative Workforce Development Model for Enhancing the Population of Substance Abuse Counselors." Presented at the 2023 Association for Behavioral and Cognitive Therapies Conference.

McKeever, D., Eckardt, R., Moliterno, T. & Barney, J. "Lucky or Good? An Empirical Analysis of Resource-Picking in Strategic Factor Markets." Presented at the 2023 *Strategic Management Society International Annual Conference*. \* Finalist for Best Proposal for Rigor in Competitive Strategy Interest Group \*

Jun, M. & Eckardt, R. "HR Systems and Human Capital Resource Emergence" Presented at the *Southern Management Association* 2023 conference.

Chao, N., Eckardt, R., Kao, S., and Tsai, C. "The Development of Human Capital Resource Emergence and The Effects of Emergence-Enabling States." Presented at the *Academy of Management Meeting* in August 2023.

Lyle, M. and Eckardt, R. "Breaking from Orbit: Star Identification Drift Following Perceived Status Gain" Presented at the *Academy of Management Meeting* in August 2023.

Jun, M., Eckardt, R., Boone, C., and Jiang, K. "HR System Complementarity: Examining Effects on Firm Performance and Roles of HR Department" Presented at the *Academy of Management Meeting* in August 2023.

Tsai, C., Jun, M., Marshall, J., Eckardt, R., & Dionne, S. "A Microfoundations Perspective of Strategic Leadership: Middle Managers, Human Capital Resource Emergence, and Leadership Processes" Presented at the *Strategic Management Review - Strategic Leadership Conference* in January 2023.

Brimhall, K., Tsai, C., Eckardt, R., Dionne, S., Yang, B., and Sharp, A. "How Do Leaders Reduce Medical Errors? Inclusion, Trust, and Psychological Safety" Presented at the *Academy of Management Meeting* in August 2022.

Jun, M. & Eckardt, R. "Training and Employee Turnover: A Social Exchange Perspective" Presented at the *Southern Management Association* 2021 conference. \* Best Paper in Human Resources/Research Methods Track \*

Marshall, J. D., Tsai, C.-Y., Yammarino, F. J., Dionne, S. D., & Eckardt, R. Machiavellianism: Could a New Operationalization Spark a New Conversation? Presented at the *Southern Management Association* 2021 conference.

MacLaren, N., Yammarino, F., Dionne, S., Sayama, H., Mumford, M., Connelly, S., Martin, R., Standish, C., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C., Eckardt, R., and Ruark, G. "Uncovering Bias Through Behavior: Identifying Leaders in Networks of Conversational Interruptions." Presented at the *Networks* 2021 conference.

Yang, B., Eckardt, R., Jin, F., & Tsai, C. Y. "Organizational Influence Across CEO Life Cycle: The Moderating Roles of Prior Performance and Status." Presented at the *Academy of Management Meeting* in August 2021.

MacLaren, N., Yammarino, F., Dionne, S., Sayama, H., Mumford, M., Connelly, S., Martin, R., Standish, C., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C., Eckardt, R., and Ruark, G. "Leaders as Interrupters: An Examination of Simultaneous Speech in Informal Groups". Presented at the *Academy of Management Meeting* in August 2021.

MacLaren, N., Yammarino, F., Dionne, S., Sayama, H., Mumford, M., Connelly, S., Martin, R., Standish, C., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C., Eckardt, R., and Ruark, G. "Uncovering Bias Through Behavior: Identifying Leaders in Networks of Conversational Interruptions." Presented at the Conference on *Complex Systems* in December 2020.

Topaloglu, E. and Eckardt, R. "Human Capital Hired from Traditional and Nontraditional Labor Markets: Individual-Level Differences." Presented at the *Academy of Management Meeting* in August 2020.

Hockensmith, A., Skaggs, B., and Eckardt, R. "The Moderating Role of Organizational Capital Between Knowledge Acquisition and Firm Performance." Presented at the *Academy of Management Meeting* in August 2020.

Tsai, C., Marshall, J., Eckardt, R., Maupin, C., Serban, A., Dionne, S., Jung, M., & Hou, Y. "Robots in Knowledge Intensive Organizations: A Complementary and Human Capital Resource Emergence Integrated Perspective." Presented at the *Academy of Management Meeting* in August 2020.

Eckardt, R., Blevins and Spain, S. "Complementarities and Human Capital Rents." Presented at the *Academy of Management Meeting* in August 2019, in Boston, MA.

Blevins, D., Eckardt, R. and Ragozzino, R. "An Investigation of the Link Between Governance and Performance in Nonprofit Organizations." Presented at the *Academy of Management Meeting* in August 2018, in Chicago, IL. \*Nominated for Best Paper Award\*

Choudhury, M., Moliterno, T., Eckardt, R and Morris, S. "Rethinking Firm Specific Human Capital: An Empirical Test of Employee



Mobility.” Presented at the *Academy of Management Meeting* in August 2018, in Chicago, IL.

Eckardt, R., Bentley, S., Lepak, D. and Spain, S. “Human Capital Complementarities and Human Capital Rents.” Presented at the *Strategic Management Society International Annual Conference* in October 2017, in Houston, TX.

Eckardt, R., Dionne, S., Tsai, C., Dunne, D., Spain, S., Park, J., Cheong, M., Kim, J., Guo, J., Hao, C., and Kim, E. “Human Capital Resource Emergence and Leadership.” Presented at the *Academy of Management Meeting* in August 2017, in Atlanta, GA

Eckardt, R., and Crocker, A. “Human Capital and Performance Within and Across Levels: An Investigation of Impact without Interdependence.” Presented at the *Strategic Management Society International Annual Conference* in September 2016, in Berlin, Germany.

Eckardt, R., Skaggs, B. and Lepak, D. “Acquiring Knowledge in Clusters: An Examination of the Differential Performance Impact of Cluster Hires.” Presented at the *Academy of Management Meeting* in August 2016, in Anaheim, CA.

Choudhury, M., Moliterno, T., and Eckardt, R. “Impact of Firm-Specific and Industry-Specific Human Capital on Individual Mobility.” Presented at the *Strategic Management Society International Annual Conference* in September 2015, in Denver, CO.

Eckardt, R., Moliterno, T., and Maritan, C. “Knowledge Heterogeneity in Strategic Factor Markets: An Empirical Examination of the Role of Knowledge in Resource-Picking.” Presented at the *Strategic Management Society International Annual Conference* in September 2013, in Atlanta, GA.

Crocker, A. and Eckardt, R. “Revisiting the Human Capital-Performance Link: A Cross-Level Analysis of Resource Complementarities.” Presented at the *Strategic Management Society International Annual Conference* in September 2013, in Atlanta, GA.

Eckardt, R. and Skaggs, B. “The Role of Specialization in the Growth of Professional Service Firms.” Presented at the *Academy of Management Meeting* in August 2013, in Orlando, FL.

Eckardt, R. “Knowledge Asymmetries in Strategic Factor Markets.” Presented at the *Academy of Management Meeting* in August 2013, in Orlando, FL.

Crocker, A. and Eckardt, R. “A Multilevel Investigation of Individual and Unit-Level Human Capital Complementarities.” Presented at the *Academy of Management Meeting* in August 2013, in Orlando, FL.

Eckardt, R., Skaggs, B., and Youndt, M. “Knowledge Loss and the Turnover-Performance Link: Differences Between Service and Manufacturing Firms.” Presented at the *Academy of Management Meeting* in August 2012, in Boston, MA.

Eckardt, R. “Middle Managers and Performance Review Meetings: Knowledge Creation and Capability Identification.” Presented at the *Academy of Management Meeting* in August 2012, in Boston, MA.

Mangaliso, M. and Eckardt, R. “Rationality and Subjective Certainty in Organizational Decision-Making.” Presented at the *International Conference on Managing in a Global Economy* in June 2011, in Bangalore, India.

Eckardt, R. and Mangaliso, M. “Environmental Uncertainty Revisited: Toward a Clarification of the Measures Used.” Presented at the *Eastern Academy of Management Meeting* in May 2011, in Boston, MA.

**INVITED  
RESEARCH  
PRESENTATIONS**

“Rebuilding Ukraine: An Interdisciplinary Perspective on Organizational Leadership in Post-War Recovery.” Seminar for Ukrainian Catholic University. 2025.

“Consideration of ‘Corporate Governance’ for Achieving Performance Goals in Nonprofit Organizations”. Ukrainian Catholic University Conference on the Role of Nonprofit Organizations for Ukraine Recovery. 2023.

“Human Capital Resource Emergence (HCRE): An Agent-Based Simulation” with C. Maupin, N. MacLaren, S. Dionne, and M. Jun. U.S. Army Research Institute for the Behavioral and Social Sciences. 2021.

“Human Capital Resource Emergence – Theoretical and Methodological Clarifications,” with K. Jiang, Mini-Conference for

Handbook of Strategic Human Capital Resources (Eds. Anthony Nyberg and Thomas Moliterno). 2018

“Multilevel Human Capital Complementarities,” with A. Crocker, University of Massachusetts, Mark H. McCormack Department of Sport Management's Annual Research Symposium. 2013

“Raw Material Supply: An In-Woods Operational Perspective,” New England Forest Products Society’s Strategic Planning Session for the Forest Bioproducts Industry. 2007

“Central Coordination of Forest Products Transportation,” New England Regional Council of Forest Engineers’ Annual Conference. 2007

## **TEACHING EXPERIENCE**

Assistant/Associate Professor, School of Management, Binghamton University, 2014 - present

<u>Course Name</u>	<u>Avg. Student Evaluation</u>
Global Strategic Management	3.6/4.0 (16 semesters)
Ind. Study: Multilevel Modeling	n/a
Research Methods	4.0/4.0 (3 semesters)
Strategic Management Seminar	3.8/4.0 (1 semester)
Multilevel Theory Seminar	3.9/4.0 (2 semesters)

Instructor, Department of Management, University of Massachusetts Amherst, 2012 – 2014

<u>Course Name</u>	<u>Avg. Student Evaluation</u>
Business Policy & Strategy	4.3/5.0 (4 semesters)

## **DOCTORAL STUDENTS**

Jayoung Kim – School of Management, Binghamton U. (dissertation committee member)

Muntakim Choudhury – Isenberg School of Management – U. Massachusetts Amherst (dissertation committee member)

Jie Gui – School of Management, Binghamton U. (dissertation committee member)

Jin Park – School of Management, Binghamton U. (dissertation co-chair)

Yeongsu Kim – Isenberg School of Management – U. Massachusetts Amherst (dissertation committee member)

Neil MacLaren– School of Management, Binghamton U.  
(dissertation committee member)  
 Jason Marshall – School of Management, Binghamton U.  
(dissertation committee member)  
 Minjong Jun – School of Management, Binghamton U.  
(dissertation committee chair)  
 Etka Topaloglu – School of Management, Binghamton U.  
(dissertation committee chair)  
 Ashley Hockensmith - Isenberg School of Management – U.  
Massachusetts Amherst (dissertation committee member)  
 Biying Yang – School of Management, Binghamton U. (dissertation  
committee member)  
 Mengying Li – School of Management, Binghamton U. (dissertation  
committee chair)  
 Chunghyun Oh – School of Management, Binghamton U.  
(dissertation committee chair)  
 Jinhee Moon - School of Management, Binghamton U. (dissertation  
committee member)

## **PROFESSIONAL ACTIVITIES**

Online/Offline Activiy Co-chair, “Conference on Complex Systems”,  
September 2026

Expert Panelist – Multilevel Methods, “Doctoral Student and Junior  
Faculty Consortium of the Academy of Management’s Research  
Methods Division”, June 2025.

Online Co-chair, “Eight Northeast Regional Conference on Complex  
Systems”, April 2025.

Guest Editor, “Changing the Game: Using Sport Settings to Advance  
Management Theory.” Special Issue at *Academy of Management  
Discoveries*, 2021-2024.

Presenter, “Human Capital Resource Emergence (HCRE) and  
Multilevel Methods.” Strategic Management Society’s Strategic  
Human Capital Interest Group Spring 2021 Webinar Series.

Organizer and Co-Chair, “Dyads in Multilevel Theory and  
Methods: Deeper Appreciation for an Essential Level of Analysis.”  
OB Pre-Conference PDW, Academy of Management Meeting in  
August 2019, Boston, MA

Guest Editor, “New Approaches to Multilevel Methods and Statistics.” Feature Topic at *Organizational Research Methods*, 2017-2019.

Organizer and Co-Chair, “Multilevel Methodological Advances: A Focus on Emergence and Bottom-up Effects.” RM Pre-Conference PDW, Academy of Management Meeting in August 2017, Atlanta, GA.

Presenter, “Overview of Emergence and Bottom-up Effects.” Pre-Conference PDW, Academy of Management Meeting in August 2017, Atlanta, GA.

Session Chair, “The Complexity of the Link between HR Practices and Firm Performance.” Academy of Management Meeting in August 2016, Anaheim, CA.

Organizer and Co-Chair, “The Micro-Macro Divide in Management Research: Origins, Current State, and Future Directions.” BPS Pre-Conference PDW, Academy of Management Meeting in August 2016, Anaheim, CA.

Presenter, “The Basics of Random Coefficient Modeling.” Research Methods Workshop, Strategic Management Society International Annual Conference in October 2015, Denver, CO.

Co-Chair, “Multilevel Modeling.” Research Methods Workshop, Strategic Management Society International Annual Conference in October 2015, Denver, CO.

Organizer and Co-Chair, “Advice from the Experts: Common Issues and Best Practices in Multilevel Theory & Analysis.” BPS Pre-Conference PDW, Academy of Management Meeting in August 2015, Vancouver, BC.

Organizer and Co-Chair, “Multilevel Theoretical Challenges in Strategic Management Research: A Focus on Emergence.” BPS Pre-Conference PDW, Academy of Management Meeting in August 2014, Philadelphia, PA.

Organizer and Co-Chair, “Empirical Investigation of Multilevel Research Questions in Strategy.” BPS Pre-Conference PDW, Academy of Management Meeting in August 2013, Orlando, FL.

Editorial board member: *Organizational Research Methods*

Ad-hoc reviewer: *Academy of Management Journal, Academy of Management Review, British Journal of Management, Forest Science, Human Resource Management, Human Resource Management Review, International Journal of Human Resource Management, International Journal of Management Reviews, Journal of Management, Journal of Management Studies, Northern Journal of Applied Forestry, Southern Journal of Applied Forestry, Leadership Quarterly, Strategic Management Journal*

**UNIVERSITY  
SERVICE**

Chair, SOM PhD Committee, 2022-2023

Leadership and Organizational Science PhD Area Coordinator, 2022-2023

Chair, Leadership and Organizational Science PhD First Year Paper Committee, 2021-2024

Member, SOM Leadership and Organizational Science Comprehensive Exam Committee, 2017-2021, 2023

Member, Steering Committee – Data Sciences Transdisciplinary Area of Excellence, 2024-2025

Member, Planning Committee – Binghamton 2 Degree (Climate Change) Initiative, 2022-2023

Member, Evaluation Committee - Binghamton 2 Degree (Climate Change) Initiative, 2023-2024

Member, Climate Change Subcommittee - University Strategic Planning for Research Enterprise Evolution, 2021

Member, Planning Committee, University Center for Workforce Development, 2022

Participant, University Transdisciplinary Area of Excellence Evaluation, 2017

Co-chair, SOM Strategic Planning Committee, 2019-2022, 2024

Member, SOM Strategic Planning Committee, 2022-2023

Member, SOM Strategic Retreat Planning Committee, 2019

Member, SOM Dean's Advisory Committee, 2019-2023

Member, SOM Awards Committee, 2019-2022

Member, SOM Assurance of Learning Committee, 2023-2024

Chair, SOM Junior Personnel Committee, 2021-2022  
Secretary, SOM Junior Personnel Committee, 2020-2021  
Member, SOM Junior Personnel Committee, 2019-2024

Member, University Graduate Council, 2019, 2021-2023  
Member, University Graduate Curriculum Committee, 2019

Member, SOM Graduate Curriculum Committee, 2014 – 2019

Member, SOM Masters Innovation Committee, 2018

Member, Strategic Management Faculty Search Committee, 2014  
Member, Strategic Management Faculty Search Committee, 2015  
Member, Strategic Management Faculty Search Committee, 2016  
Member, Strategic Management Faculty Search Committee, 2017  
Member, Strategic Management Faculty Search Committee, 2021  
Member, Strategic Management Faculty Search Committee, 2024

Member, Organizational Behavior Faculty Search Committee, 2017  
Member, Organizational Behavior Faculty Search Committee, 2018  
Member, Organizational Behavior Faculty Search Committee, 2022

## **PROFESSIONAL ASSOCIATIONS**

Academy of Management  
Strategic Management Society

## **HONORS, AWARDS AND GRANTS**

Excellence in Research, Binghamton University School of  
Management. 2024

Chancellor's Award for Excellence in Teaching, State University of  
New York, 2021

Research Seed Grant (with Brimhall, K., Dionne, S., Sayama, H., and  
Tsai, C.), Binghamton University Center for Collective Dynamics of  
Complex Systems. Competitive award of \$3,000. 2020

Research Seed Grant (with Brimhall, K., Dionne, S., Sayama, H., and  
Tsai, C.), Binghamton University College of Community and Public  
Affairs. Competitive award of \$13,500. 2020

Excellence in Research, Binghamton University School of Management. 2019

Honor Roll of Teaching, Binghamton University School of Management. Fall 2014 – Spring 2020, Fall 2021, Fall 2022, Spring 2023, Fall 2023

Outstanding Doctoral Student Researcher Award. Awarded by the Isenberg School of Management. 2014

Stanley Young Memorial Fellowship. Awarded by the Management Department faculty for excellence in writing and theory development. 2013

BPS Doctoral Consortium Participant. Academy of Management. 2013

Libra Future Fund Award for development of a risk-management product for the forest industry to reduce the impact of rising fuel costs. Competitive award of \$2,500. 2007

Maine Technology Institute Seed Grant Award for development of a transportation model for the forest-product industry. Competitive award of \$9,000 plus required match funding of \$11,000. 2006

Libra Future Fund Award for development of a transportation model for the forest-product industry. Competitive award of \$5,000. 2006

## **BUSINESS EXPERIENCE**

Senior Investment Analyst, FourWinds Capital Management, 2007 – 2010.

Principal and Forest Operations Analyst, RE Consulting LLC, 2006 – 2008.