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 Born: December 25, 1954  
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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
- 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**

My primary research interest is leadership and levels of analysis, specifically superior-subordinate relationships--a line of investigation into the connections between superiors and subordinates using both *variables* and *entities* (multiple levels of analysis) in hypothesis generation and testing. This *variant* approach includes an examination of leadership in terms of individual differences, dyads (one-to-one relationships), and various leader-group and leader-team models in organizational settings. 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 relationships also are being investigated. This work uses Within and Between Analysis (WABA), a data analytic technique that assesses multi-level effects. My related interests are in the areas of team dynamics and processes, self-other (multi-source) rating agreement, and multi-level research methodologies.

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- Yammarino, F.J., & Dansereau, F. (Eds.) (2006). *Multi-level issues in social systems (Vol. 5 of Research in Multi-Level Issues)*. Oxford, UK: Elsevier/JAI.
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- 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).
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## **TECHNICAL REPORTS**

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- 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.
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- 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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## **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 (\$125,000 CLS).
- 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 (\$55,000 CLS).
- 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*, \$552,100.
- 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.

## **WORK IN PROGRESS**

- A multi-level perspective on integrity and leadership (with M. Palanski).
- Charismatic leadership close-up and at-a-distance from a multiple-levels perspective (with J.U. Chun & H.K. Moon).
- An interdisciplinary perspective on dynamic modeling and multi-level issues (with S. D. Dionne, H. Sayama, & others).

Psychometric properties and levels issues regarding the MLQ (with C.A. Schriesheim, J. Sosik, & D. Jung).

Collective leadership measurement for the Army (with M.D. Mumford).

Leadership development in Army cadets (with P. Jacques, B.J. Avolio, & others).

Multi-source leadership ratings issues and analyses (with J. Fleenor & P. Braddy).

Emotions, trust, and leadership (with J. Gooty).

## **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-present

*Journal of Leadership and Organization Studies*, 2002-present

*Personnel Psychology*, 2007-present

Guest Editor, *Leadership Quarterly Yearly Review*, 2010

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

Action Editor, *Leadership Quarterly*, 2005-2010

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

Guest Editor, Special Issue 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**

Program Committee, Society for Industrial and Organizational Psychology, 1991-2009

Program Committee, Academy of Management, Organizational Behavior Division, 1993-2009

Program Committee, Academy of Management, Research Methods Division, 1995-2009

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

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

Awards Committee, Academy of Management, Research Methods Division, 2005-2009

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

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:                    Theory Testing in OB & Leadership  
                                   Advanced Organizational Behavior  
                                   Leadership in Organizations  
                                   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  
                                   Strategic Leadership  
                                   Leadership Skills  
                                   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:  
                                   Doctoral (45), Masters (38), Undergraduate (12)

Student Internship Sponsor:  
                                   Masters (17), Undergraduate (2)

## **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)

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)

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)

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.

Awards Committees, School of Management, State University of New York at Binghamton, 1993-1995, 1996-1998, 2001-2004.

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.

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.

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

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 (SUNY-Central), 2004-2006.

Innovative Technology Complex (ITC) Startup Suite Committee, State University of New York at Binghamton, 2005-present.

### **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)

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)

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**

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

Distinguished Scholar, Virginia Tech University, 2007

Distinguished Scholar, Syracuse University, 2006

Distinguished Scholar, Gallup Leadership Institute, University of Nebraska, and Gallup University, Omaha, NE, 2004

Named and promoted to SUNY Distinguished Professor by State University of New York Board of Trustees, 2003

Distinguished Scholar, 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, 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

Excellent and Fastest Reviewer Award, *Leadership Quarterly*, 1999-2000, 2000-2001

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*, 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, University of Miami, 1996

Center for Creative Leadership "Best Article Runner-Up Award" for the *Leadership Quarterly*, 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, 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, HRM 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

Southern Management Association

Beta Gamma Sigma

MESO: An Organization Devoted to the Integration of Micro and Macro Organizational Behavior

## **REFERENCES**

Available on Request