

July, 2009

VITA  
**SHELLEY D. DIONNE**

**PERSONAL**

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School of Management	phone: (607) 777-6557
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PO Box 6000	
Binghamton, NY 13902-6000	

**EDUCATION**

1998	Ph.D.	State University of New York at Binghamton Major: Organizational Behavior/Human Resources Management Minor: Learning and Development
1994	M.B.A.	State University of New York at Binghamton Concentration: Organizational Behavior and Human Resources Management
1988	B.S.	Rochester Institute of Technology School of Food, Hotel & Tourism Major: Nutrition

**PROFESSIONAL EXPERIENCE**

2007- present	Associate Director, Center for Leadership Studies Binghamton University, State University of New York at Binghamton
2004- present	Associate Professor, School of Management, Binghamton University, State University of New York at Binghamton
2001- 2004	Assistant Professor, School of Management, Binghamton University. State University of New York at Binghamton

## **PROFESSIONAL EXPERIENCE** (con't.)

- 2001-2006 Fellow, Center for Leadership Studies  
Binghamton University, State University of New York at Binghamton
- 1998-2001 Adjunct Assistant Professor, School of Management,  
Binghamton University, State University of New York at Binghamton
- 1992-1996 Project Director and Research Assistant, State University of New York at Binghamton (Army Research Institute Grant). Database management for longitudinal leadership study. Responsible for coordinating data collection, coding and analysis, and writing results for technical reports, research notes and quarterly progress reports.
- Summer 1995 Adjunct Lecturer, School of Management, Binghamton University  
State University of New York at Binghamton
- 1990-1992 Chief Clinical Dietitian, Marriott Health Care Services, Lutheran Home at Moorestown. Management of clinical and food service staff in long term care facility. Responsibilities included development, implementation and monitoring in the following areas: patient nutritional care, menu management, departmental quality improvement and departmental training.
- 1988-1990 Nutrition Services Manager, Broome County Central Foods and Nutrition Services. Management of food service staff in centralized cook-chill facility. Responsibilities included purchasing and coordinating production and delivery of meals to county programs and facilities, and providing nutritional support and menu development for county jail and daycare program.

## **RESEARCH INTERESTS**

My primary research interests are leadership development, group dynamics and creativity--a line of investigation into the identification of relevant leader/follower/group behaviors and subsequent evaluation to determine the most effective and appropriate means for measuring and assessing leadership and group development and creative behaviors. My related research interests include examining the connection between levels of analysis and learning and development in a both a leadership and group/team context.

## **JOURNAL ARTICLES**

- Chun, J.U., Yammarino, F.J., Dionne, S.D., Sosik, J.S., & Moon, H.K. (2009). Leadership across hierarchical levels: Multiple levels of management and multiple levels of analysis. Leadership Quarterly, forthcoming.
- Yammarino, F.J., Dionne, S.D., Schriesheim, C.A., & Dansereau, F. (2008). Authentic leadership and positive organizational behavior: A meso, multi-level perspective. Leadership Quarterly, 19 (6), 693-707.
- Dionne, S.D. & Dionne, P.J. (2008). Levels-based leadership and hierarchical group decision optimization: A Monte Carlo Simulation. Leadership Quarterly, 19(2), 212-234.
- Jaussi, K.S., Randel, A.E., Dionne, S.D. (2007). I am, I think I can, and I do: The role of personal identity, self-efficacy and cross-application of experiences in creativity at work. Creativity Research Journal, 19(2-3), pp. 247-258.
- Yammarino, F.J., Dionne, S.D., Chun, J.U., & Dansereau, F. (2005). Leadership and levels of analysis: A state-of-the-science review. Leadership Quarterly, 16, pp. 879-919.
- Dionne, S.D., Yammarino, F.J., Howell, J.P. & Villa, J.R. (2005). Substitutes for Leadership, or Not? Leadership Quarterly, 16(1), pp. 169-193.
- Sosik, J.J., Jung, D.I., Berson, Y., Dionne, S. & Jaussi, K. (2005). Making All the Right Connections: The Strategy-Focused Leadership of Top Executives in High-Tech Organizations. Organizational Dynamics, 34(1), pp. 47-61.
- Dionne, S.D., Yammarino, F.J., Atwater, L.E. & Spangler, W.D. (2004). Transformational leadership and team training and performance. Journal of Organizational Change Management, 17(2), pp. 177-193.
- Jaussi, K.S. & Dionne, S.D. (2004). Unconventional leader behavior, subordinate satisfaction, effort and perception of leader effectiveness. Journal of Leadership & Organizational Studies, 10(3), pp. 15-26.
- Jaussi, K.S. & Dionne, S.D. (2003). Leading for creativity: The role of unconventional leader behavior. Leadership Quarterly, 14(4-5), pp. 475-498.
- Dionne, S.D., Yammarino, F.J., Atwater, L.E., & James, L.R. (2002). Neutralizing substitutes for leadership theory: Leadership effects and common source bias. Journal of Applied Psychology, 87(3), pp. 454-464.
- Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1999). A longitudinal study of the leadership development process: Individual differences predicting leader effectiveness. Human Relations, 52(9), pp. 1-20.

## **JOURNAL ARTICLES** (con't.)

- Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1998). Individual attributes and leadership style: Predicting the use of punishment and its effects. Journal of Organizational Behavior, 19, pp. 559-576.
- Atwater, L.E., Camobreco, J.F., Dionne, S.D., Avolio, B.J., & Lau, A. (1997). The impact of carrots and sticks on leader effectiveness and charisma. Leadership Quarterly, 8(2), pp. 133-152.
- Sosik, J.J., & Dionne, S.D. (1997). Leadership styles and Deming's behavior factors. Journal of Business and Psychology, 11(4), pp. 447-462.
- Dionne, S.D., Yammarino, F.J., Comer, L.B., Dubinsky, A.J., & Jolson, M.A. (1996). Transformational and transactional leadership of female managers: Predicting subordinate effectiveness and performance. The Journal of Leadership Studies, 3(2), pp. 134-147.

## **SUBMITTED FOR REVIEW**

- Farrell, D., Sayama, H., Dionne, S., & Carroll, E. (2009). The effects of mental model formation on group decision making of anthropomorphic agents. Journal of Artificial Societies and Social Simulation (first review).
- Yammarino, F.J., Mumford, M.D., Connelly, M.S., & Dionne, S.D. (2008). Leadership Team Dynamics for Dangerous Military Contexts. Military Psychology (Revise and Resubmit)

## **BOOKS**

- Sosik, J.J., Jung, D.I., Berson, Y., Dionne, S. & Jaussi, K. (2004). The dream weavers: Strategy focused leadership in technology driven organizations. New York: Information Age Publishing.

## **BOOK CHAPTERS**

- Dionne, S.D., & Dionne, P.J. (2009). Extending levels-based leadership and hierarchical group decision optimization: A Monte Carlo Simulation. In F. Yammarino and F. Dansereau (Eds.) Research in Multi-level Issues (forthcoming). Oxford, UK: Elsevier Science.
- Dionne, S.D. & Dionne, P.J. (2009). Sins of omission and envy: Redemption and salvation through levels of analysis. In F. Yammarino and F. Dansereau (Eds.) Research in Multi-level Issues (forthcoming). Oxford, UK: Elsevier Science.
- Dionne, S.D. (2007). Social influence, creativity and innovation: Boundaries, brackets, and non-linearity. In F. Yammarino and F. Dansereau (Eds.) Multi-level issues in creativity and innovation (Vol. 7 of Research in Multi-Level Issues) (pp. 63-73). Oxford, UK: Elsevier Science.
- Atwater, L.E. & Dionne, S.D. (2007). A process model of leader-follower fit. In C. Ostroff and T. Judge (Eds.) Perspectives in organizational fit. The organizational frontier series (pp.183-208). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.
- Dionne, S.D., Randel, A.E., Jaussi, K.J. & Chun, J.U. (2004). Diversity and demography in organizations: A levels of analysis review of the literature. In F. Yammarino and F. Dansereau (Eds.) Research in Multi-level Issues (Vol. 3), pp. 181-229. Oxford, UK: Elsevier Science.
- Dionne, S.D., Randel, A.E., Jaussi, K.J. & Chun, J.U. (2004). Good research begins with good multi-level theory: Lessons learned in a multi-level community. In F. Yammarino and F. Dansereau (Eds.) Research in Multi-level Issues (Vol. 3), pp. 259-270. Oxford, UK: Elsevier Science.
- Yammarino, F.J., Dionne, S.D., & Chun, J.U. (2002). Transformational and charismatic leadership: A levels-of-analysis review of theory, measurement, data analysis, and inferences. In Neider, L. & Schriesheim, C. (Eds.) Research in Management (Vol. 2), pp. 23-63. Greenwich, CT: Information Age Publishing.

## **TECHNICAL REPORTS**

- Avolio, B.J., Dionne, S., Atwater, L., Lau, A., Camobreco, J., Whitmore, N., & Bass, B.M. (1996). Antecedent predictors of a “full range” of leadership and management styles. Technical Report #1040: Army Research Institute (MDA-903-91-C-0131).
- Atwater, L.E., Dionne, S.D., Avolio, B.J., Camobreco, J.F., & Lau, A. (1996). Leader attributes and behaviors predicting emergence of leader effectiveness. Technical Report #1044: Army Research Institute (MDA-903-91-C-0131).

## **PROCEEDINGS ABSTRACTS/PRESENTATIONS**

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 Meeting, 69, (Presentation).

Sayama, H., Dionne, S.D., Laramee, C., & Wilson, D.S. (2009). Enhancing the architecture of interactive evolutionary design for exploring heterogeneous particle swarm dynamics: An in-class experiment. IEEE Symposium Series on Computational Intelligence, Nashville, TN (Presentation).

Laramee, C., Sayama, H., Dionne, S.D., & Wilson, D.S. (2009). Teaching social complexity and multidisciplinary team building: An experimental engineering approach. American Society for Engineering Education Annual Conference, Austin, TX (Presentation).

Yammarino, F.J., Dionne, S.D., Schriesheim, C.A., & Dansereau, F. (2007). Authentic leadership and positive organizational behavior: A meso, 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).

Dionne, S.D., Sayama, H., Farrell, D., Yammarino, F.J., Wilson, D.S., Federman, J., Carroll, E., & Gause, D. (2007). Evolutionary perspective on group decision making: A within- and between-group simulation. Academy of Management Meeting, 67, (Presentation).

Chun, J.U., Yammarino, F.J., Dionne, S.D., Sosik, J.S., & Moon, H.K. (2007). Leadership across hierarchical levels: Multiple levels of management and multiple levels of analysis. Academy of Management Meeting, 67, (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).

Afolabi, M.O., Dionne, S.D. & Lewis, H. (2006). Are we there yet? A review of creative methodologies. American Society for Engineering Education, St. Lawrence Section Conference (Presentation).

Laramee, C.B., Dionne, S.D., Sichtig, H. & Carroll, E. (2006). Computer Mediated Communication (CMC): An experimental engineering approach to creative problem solving and teamwork. Conversations in the Disciplines Program of the State University of New York: Teaching Creativity at SUNY, (Presentation).

## **PROCEEDINGS ABSTRACTS/PRESENTATIONS** (con't.)

- 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 Meeting, 65 (Presentation).
- Dionne, S.D., Chun, J.U., Yammarino, F.J. & Spangler, W.D. (2004). Levels of analysis incorporation for impact review of quality of research: A Leadership Illustration. Academy of Management Meeting, 64 (Presentation).
- Jaussi, K.S. & Dionne, S.D. (2004). The real deal rubs off on others: Authentic leadership and the importance of fun. 2004 Gallup Leadership Institute Summit (Presentation).
- Jaussi, K.S., Randel, A.E. & Dionne, S.D. (2004). Creativity at work: The role of creative personal identity. Academy of Management Meeting, 64 (Presentation).
- Sosik, J.J., Jung, D.I., Benson, Y., Dionne, S. & Jaussi, K. (2004). Dream weavers: Strategy focused leadership. Academy of Management Meeting, 64 (Presentation).
- Jaussi, K.S., Dionne, S.D., Harder, J., Carroll, E., Korkmaz, N. & Silverman, S. (2004). Creativity training: More effective for some? Society for Industrial and Organizational Psychology Conference, 19 (Presentation).
- Chun, J., Jaussi, K.S. & Dionne, S.D. (2003). Close and distant charismatic leadership in organizations: Toward a balanced leadership perspective. Academy of Management Meeting, 63 (Presentation).
- Dionne, S. & Jaussi, K. (2003). Unconventional leader behavior: Improving subordinate satisfaction and leader effectiveness. Society for Industrial and Organizational Psychology Conference, 18 (Presentation).
- Atwater, L., Avolio, B., Dionne, S., Camobreco, J., & Lau, A. (1999). A longitudinal investigation of leadership development. International Military Testing Association Meeting (Presentation).
- Dionne, S., Atwater, L., Avolio, B., Camobreco, J., & Lau, A. (1995). Individual attributes and leadership style: Predicting punishment and its outcomes. American Psychological Association Conference, 103 (Presentation).
- Camobreco, J.F., Atwater, L.E., Dionne, S.D., & Lau, A. (1995). The impact of carrots and sticks on leader effectiveness and charisma. Society for Industrial and Organizational Psychology Conference, 10 (Presentation).

## **PROCEEDINGS ABSTRACTS/PRESENTATIONS** (con't.)

Sosik, J.J., & Wilson, S.D. (1994). Deming's total quality leadership: Assessing the appropriateness of a leadership style. Proceedings of the Academy of Management, *54*, 448 (Abstract).

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).

## **FUNDED RESEARCH**

Yammarino, F.J., Mumford, M.D., Connelly, M.S., & Dionne, S.D. (Not funded). Leadership and Team Dynamics for the U.S. Army in Dangerous Contexts. *Army Research Institute*, \$675,000.

Sayama, H., Dionne, S., Laramee, C., Schaffer, D., & Yammarino (Funded). Evolutionary perspective on collective decision making. *National Science Foundation*, \$552,000.

Laramee, C., Dionne, S., Sayama, H., & Wilson, D.S. (Funded). Teaching Social Complexity and Multidisciplinary Team Building: An Experimental Engineering Approach. *National Science Foundation*, \$150,000 (CCLI Phase 1).

Sayama, H., Dionne, S.D., Yammarino, F.J., & Wilson, D.S. (Not funded). Evolutionary perspective on collective decision making. *National Science Foundation*, \$539,000.

Dionne, S.D., Laramee, C., Lesperance, L., Margai, F., Sayama, H., Wilson, D.S., & Yammarino, F.J. (Not funded). Dynamic, multilevel methodology for examining sociocultural parameters of adolescent health. *National Institutes of Health*, \$1,125,000.

Dionne, S.D. (2002). Levels of analysis issues in efficacy: Implications of leadership style. *Binghamton Foundation Eckler Grant, Binghamton University*, \$1,000.

Dionne, S.D. & Sayama, H. (2006). Modeling judgment and decision making of collaborative teams working to satisfy variable requirements. *Interdisciplinary Collaboration Research Grant, Binghamton University*, \$8,000.

Dionne, S.D. (2004-2005). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$21,000.

Dionne, S.D. (2005-2006). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$29,000.

### **FUNDED RESEARCH** (con't.)

Dionne, S.D. (2006-2007). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$23,000.

Dionne, S.D. (2007-2008). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$24,000.

Dionne, S.D. (2008-2009). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$30,000.

Dionne, S.D. (2009-2010). Southern Tier Leadership Academy. *Broome-Tioga Association of Chief School Administrators*, \$30,000.

Dionne, S.D. (2008). Binghamton University leadership academy. *Binghamton University*, \$20,000.

Dionne, S.D. (2009). Binghamton University leadership academy. *Binghamton University*, \$16,000.

### **WORK IN PROGRESS**

Dionne, S.D., Sayama, H., Yammarino, F.J. (2009). Evolutionary perspective on group decision making: A within- and between-group simulation. (Manuscript in preparation for Management Science).

Dionne, S.D., Chun, J.U., Yammarino, F.J. & Spangler, W.D., & Federman, J. (2008). Levels of Analysis Incorporation for Impact Review of Quality of Research: A Leadership Illustration. (Final editing phase). (Manuscript in preparation for Organizational Research Methods)

### **PROFESSIONAL REPORTS**

Dionne, S.D. & Tirmizi, S.A. (1995). Team teaching effectiveness: An evaluation of faculty and student perceptions (prepared for Maine-Endwell Central School District, Endwell, NY)

## **TEACHING EXPERIENCE**

Leadership Development, Professional MBA Program, Summer 2009  
Leadership Development, Executive MBA Program, Spring 2009  
Leadership Development in Teams, MBA Program, Spring 2009  
Leadership Development, MBA program, Spring 2009  
Organizational Behavior, Ph.D. program, Fall 2008  
Exploring Social Dynamics, NSF CCLI funded class, undergraduate, Fall 2008  
Organizational Behavior, MBA program, Fall 2008  
Leadership Development, undergraduate program, Fall 2008  
Leadership Development, Professional MBA program, Spring 2008  
Organizational Behavior, undergraduate program, Spring 2007  
Leadership Development, Executive MBA program, Spring 2007  
Organizational Behavior, undergraduate program, Fall 2006  
Leadership Development, Professional MBA program, Fall 2006  
Organizational Behavior, undergraduate program, Spring 2006  
Leadership Development, Executive MBA program, Spring 2006  
Organizational Behavior, undergraduate program, Fall 2005  
Leadership Development, Executive MBA program, Spring 2005  
Team Leadership and Development, MBA program, Spring 2005  
Leadership and Consulting I, MBA and undergraduate program, Fall 2004  
Team Leadership and Development, MBA and undergraduate program, Spring 2004  
Leadership and Consulting I, MBA and undergraduate program, Fall 2003  
Organizational Behavior, Executive MBA program, Fall 2003  
Leadership, Executive MBA program, Spring 2003  
Leadership Seminar, Lockheed Martin Executive MBA program, Spring 2003  
Organizational Behavior, Executive MBA program, Fall 2002  
Leadership and Consulting I, undergraduate program, Fall 2002  
Business Statistics, MBA program, Fall 2002  
Leadership Theory, Ph.D. program, Fall 2002  
Leadership and Consulting I, undergraduate program, Fall 2001  
Business Statistics, MBA program, Fall 2001  
Leadership, Executive MBA Health Care program, Spring 2001  
Leadership, Lockheed Martin Executive MBA program, Spring 2001  
Organizational Behavior, Executive MBA program, Fall 2000  
Organizational Behavior, Executive MBA Program, Spring 2000  
Organizational Behavior, undergraduate program, Fall 1999  
Leadership, Executive MBA Leadership Program, Fall 1999  
Leadership, Executive MBA Health Care Program, Spring 1999  
Organizational Behavior, Executive MBA Health Care program, Fall 1998  
Leadership, Executive MBA Health Care program, Fall 1998

## **PROFESSIONAL SERVICE**

Editorial Board Member, *Leadership Quarterly*, 2004-present  
Reviewer (Ad Hoc), *Journal of Organizational Behavior*, 2006, 2007, 2008  
Reviewer (Ad Hoc), *Journal of Applied Social Psychology*, 2008  
Faculty Senate, Binghamton University (2008-2010)  
Board of Directors, Greater Binghamton Educational Outreach Program, 2008-present  
Advisory Board, Center of Applied Community Research and Development, 2007-present  
EOP Summer Program, School of Management, Presenter, 2007, 2009  
Reviewer, Organizational Behavior Division, Academy of Management, 2001-2009  
Reviewer, Research Methods Division, Academy of Management, 2001-2009  
Chair, Undergraduate Curriculum Committee, 2006-2007  
Chair, Junior Personnel Committee, 2006-2007  
Professional MBA Senior Project Advisor, 2006, 2007  
Reviewer (Ad Hoc), *Journal of Organizational Behavior*, 2006, 2007  
Editorial Board Member, *Leadership Quarterly*, 2004-2005, 2005-2006, 2006-2007  
Budget Review Committee, 2004-2010  
Committee for University Environment, 2008-2010  
Experiential Education Committee, 2004-2007  
Search Committee, School of Management Placement Officer, 2005-2006  
Director, Southern Tier Leadership Academy, 2004-present  
Co-Advisor, student chapter of Beta Gamma Sigma, 2005-2009  
Co-Advisor, student chapter of Society of Human Resource Management, 2004-present  
Executive MBA Senior Project Advisor, 2003, 2004, 2005, 2006, 2007, 2008, 2009  
Reviewer, Organizational Change Division, Academy of Management, 2005  
Lockheed Martin Executive MBA Senior Project Advisor, 2003  
MBA Committee, 2001-2004, 2008-present  
Search Committee, Assistant Professor of Marketing, 2002-2003  
Concentration Night Departmental Speaker, 2002, 2002, 2004, 2006, 2008  
Search Committee, Director of Executive Education, Spring 2002  
Ph.D. Comprehensives Committee, 2001  
Session Chair, Bernard M. Bass Festschrift Conference, Summer 2001

## **CONSULTING/MANAGEMENT DEVELOPMENT**

Served as organizational consultant and designed and provided management development programs for:

Binghamton University, Binghamton, NY  
Visions Federal Credit Union, Endwell, NY  
Broome-Tioga B.O.C.E.S., Binghamton, NY  
Project Management Institute, Endicott, NY  
Lourdes Youth Services, Binghamton, NY  
Maines Paper & Food Service, Inc., Conklin, NY  
Pennsylvania State University, Great Valley Campus, PA  
IBM, Endicott, NY  
Vestal Central School District, Vestal, NY  
Maine-Endwell Central School District, Endwell, NY  
Department of Social Services of Broome County, Binghamton, NY  
Robson Electric, Johnson City, NY  
Hilltop Retirement Home, Johnson City, NY  
Lockheed Martin Federal Systems, Inc., Owego, NY  
National Pipe and Plastic, Inc., Vestal, NY  
TVG, Inc., Fort Washington, PA  
Lourdes Hospital, Binghamton, NY  
State University of New York at Binghamton, Binghamton, NY  
Dr. Anthony Palumbo, DDS, Binghamton, NY  
Mothers & Babies Perinatal Network of South Central New York, Inc.  
Center for Leadership Studies, Binghamton, NY

## **HONORS AND AWARDS**

Chancellor's Award for Excellence in Teaching, 2007

School of Management Excellence in Teaching Award, 2006

Excellence in Graduate Research Award, State University of New York at Binghamton, 1996

Dissertation Year Fellowship, State University of New York at Binghamton, 1995 - 1996

Marriott's Health Care Management 1991 Team Award for Excellence in Long Term Care

Graduate with Distinction (cum laude), B.S., 1988

## **PROFESSIONAL AFFILIATIONS**

Academy of Management

Society of Industrial and Organizational Psychology

American Psychological Society

American Dietetic Association

New York State Dietetic Association