



Andrew A. Hanna  
andrew.a.hanna@huskers.unl.edu

University of Nebraska  
Department of Management  
730 North 14th Street, Ste. 325S  
Lincoln, NE 68588  
Phone: (402) 525-3381

### Education

---

Ph.D. University of Nebraska, Projected 2021 (Organizational Behavior)

*Dissertation* (Chairs: Drs. Larry J. Williams & Troy A. Smith)  
Topic: *Implicit Perceptions of Leaders/Followers*  
Expected Date of Defense: 2021  
Comprehensive Exams: Passed June, 2018

M.B.A. University of Nebraska, 2016  
Emphasis: Entrepreneurship

B.S.B.A. University of Nebraska, 2009  
Major: International Business  
Minor: Japanese, Asian Studies

### Articles

---

N/A

### Manuscripts under Review

---

**Hanna, A.A.**, Kirkman, B.L., Smith, T.A., & Griffin, R.W. (under review). [Emergent leadership: A comprehensive framework and directions for future research.] *Journal of Management*.

Mistry, S., Kirkman, B.L., **Hanna, A.A.**, & Moore, O.A. (under review). [The downside of membership on multiple teams: Linking primary team identification and number of team memberships to multi-team identification strain and turnover.] *Personnel Psychology*.

### Current Research Projects

---

**Hanna, A.A.** (in progress). *What did you expect? The impact of leader expectations of followers in creating unintended Golem effects*. Writing phase, target: *Journal of Applied Psychology*.

Dimotakis, N., Koopman, J., **Hanna, A.A.**, & Lee, Y.E. (in progress). [ESM spousal study.] Data analysis/development phases, target: *Academy of Management Journal*.



Smith, T.A., **Hanna, A.A.**, Courtright, S.H., & Zhang, P. (in progress). [Antecedents to empowering leadership: An implicit followership theory perspective.] Writing phase, target: *Academy of Management Journal*.

**Hanna, A.A.**, Williams, L.J., & Smith, T.A. (in progress). [A comparison of latent variable approaches with multidimensional constructs.] Writing phase, target: *Journal of Applied Psychology*.

Smith, T.A., **Hanna, A.A.**, & Zhang, P. (in progress). [Leader outcomes of empowering leadership: A conservation of resource theory perspective.] Data analysis/brainstorming phases, target: *Journal of Applied Psychology*.

### Conference Presentations

---

Smith, T.A., **Hanna, A.A.**, & Zhang, P. “Beneficial effects of empowering leadership on leaders.” Symposium submitted for the organizational behavior division at the 79<sup>th</sup> annual conference of the Academy of Management in Boston, MA, August, 2019.

**Hanna, A.A.**, Williams, L.J., & Smith, T.A. “Homogeneous vs. heterogeneous parcels with multidimensional constructs.” Symposium submitted for the research methods division at the 79<sup>th</sup> annual conference of the Academy of Management in Boston, MA, August, 2019.

Williams, L.J., & **Hanna, A.A.** “Measurement models for latent variables in organizational research.” Professional development workshop presented for the 2018 Southern Management Association annual conference in Lexington, KY, November, 2018.

**Hanna, A.A.**, Smith, T.A., Courtright, S.H., & Zhang, P. “Empowering leadership: Antecedents, moderators, and consequences.” Symposium presented for the organizational behavior division at the 78<sup>th</sup> annual conference of the Academy of Management in Chicago, IL, August, 2018.

**Hanna, A.A.**, Williams, L.J., & Smith, T.A. “A comparison of latent variable approaches with multidimensional constructs.” Paper presented for the research methods division at the 78<sup>th</sup> annual conference of the Academy of Management in Chicago, IL, August, 2018.

Mistry, S., Kirkman, B.L., **Hanna, A.A.**, & Moore, O.A. “A multilevel approach to multiple team membership.” Symposium presented for the organizational behavior division at the 78<sup>th</sup> annual conference of the Academy of Management in Chicago, IL, August, 2018.

Mistry, S., Kirkman, B.L., **Hanna, A.A.**, & Moore, O.A. “Multiteaming: Linking number and primary ID of teams to fragmented IDs and turnover.” Poster presented for the 2018 Society for Industrial and Organizational Psychology annual conference in Chicago, IL, April, 2018.

Williams, L.J., & **Hanna, A.A.** “Special topics in SEM: Parcels, method variance, and model fit.” Professional development workshop for the 2017 Southern Management Association annual conference in St. Petersburg Beach, FL, October, 2017.



**Hanna, A.A., & Williams, L.J.** “Current issues in judging SEM model fit.” Symposium presented for the research methods division at the 77<sup>th</sup> annual conference of the Academy of Management in Atlanta, GA, August, 2017.

### Professional Development

---

- 2017 CARMA short course: *Intermediate SEM: Model Evaluation*, 3-day series instructed by Dr. Larry Williams at Wayne State University, June, 2017.  
New doctoral student consortium, 77<sup>th</sup> annual conference of the Academy of Management, Atlanta, GA, August, 2017.
- 2018 CARMA short course: *Advanced SEM I & II*, 6-day series instructed by Dr. Robert Vandenberg at Wayne State University, June, 2018.
- 2019 CARMA short course: *Introduction to SEM with R and LAVAAN*, 3-day series instructed by Dr. Robert Vandenberg at University of South Carolina, January, 2019.  
CARMA short course: *Intermediate Regression: Multivariate/Logistic, Mediation/Moderation*, 3-day series instructed by Dr. Ron Landis at Wayne State University, June, 2019.  
CARMA short course: *Advanced Regression: Alternatives to Difference Scores, Polynomial and Response Surface Methods*, 3-day series instructed by Dr. Jeff Edwards at Wayne State University, June, 2019.

### Professional Service

---

- 2017 Member, **Student Entrepreneurship Advisory Board**, *Ball State University*  
PhD Assistant/Event Coordinator, **CARMA**
- 2018 PhD Representative, **Dean’s Strategic Planning Taskforce**, *University of Nebraska*  
Member, **College of Business Scholarship and PhD Committee**, *University of Nebraska*  
Department Representative, **Graduate Student Association**, *University of Nebraska*  
PhD Assistant/Event Coordinator, **CARMA**
- 2019 Student Venture Financial Mentor, **Center for Entrepreneurship**, *University of Nebraska*  
Department Representative, **Graduate Student Association**, *University of Nebraska*  
PhD Assistant/Event Coordinator, **CARMA**  
Global Event Coordinator, **AOM-CARMA Doctoral Student Development Program**  
Chair, **CARMA Research Methods Education Program Assessment Committee**

### Research Interests

---

Leadership/followership  
Implicit perceptions  
SEM/latent variable work



## Teaching Experience

---

- Fall '15 Graduate Teaching Assistant, University of Nebraska (Dr. Samuel A. Nelson)  
MNGT 421 – Initiating and Managing Entrepreneurial Growth  
MNGT 423 – Business Plan Development and Decision Making
- Spring '16 Graduate Teaching Assistant, University of Nebraska (Dr. Samuel A. Nelson)  
MNGT 422 – Managing Rapid Growth and Change in Organizations  
MNGT 423 – Business Plan Development and Decision Making
- Summer '16 Graduate Teaching Assistant, University of Nebraska (Dr. Samuel A. Nelson)  
MNGT 321 – Entrepreneurship and Innovation in Organizations
- Summer '17 Graduate Instructor (Instructor of Record), University of Nebraska  
  
MNGT 360 – Managing Behavior in Organizations  
Course Enrollment: 15  
Overall Instructor Rating: 4.88
- Fall '18 Graduate Instructor (Instructor of Record), University of Nebraska  
  
MNGT/ENTR 421 – Identifying and Exploring Entrepreneurial Opportunity  
Course Enrollment: 38  
Overall Instructor Rating: 4.31
- Spring '19 Graduate Instructor (Instructor of Record), University of Nebraska  
  
MNGT/ENTR 421 – Identifying and Exploring Entrepreneurial Opportunity  
Course Enrollment: 20  
Overall Instructor Rating: 4.50
- Fall '19 Graduate Instructor (Instructor of Record), University of Nebraska  
  
MNGT/ENTR 421 – Identifying and Exploring Entrepreneurial Opportunity  
Course Enrollment: 50  
Overall Instructor Rating: TBD

## Teaching Interests

---

Organizational Behavior: *leadership, followership*; Entrepreneurship: *Opportunity identification*

\*Designed and presented a new course to the University of Nebraska College of Business:

*MNGT/ENTR 4XX/8XX: Resource Constraints and Ingenuity in Innovation*



### **Professional Affiliations**

---

Member, Academy of Management (2016 – Present)

*Organizational Behavior, Entrepreneurship, Research Methods*

Member, Southern Management Association (2017 – Present)

Member, United States Association for Small Business and Entrepreneurship (2017 – Present)

*Teaching & Education*

### **Awards**

---

2017 Academy of Management Organizational Behavior Division Outstanding Reviewer Award  
J.J. and Eleanor Ogle Fellowship for Outstanding Student Research

2018 J.J. and Eleanor Ogle Fellowship for Outstanding Student Research  
Donald F. Othmer Fellowship for Exceptional Graduate Scholarship

2019 J.J. and Eleanor Ogle Fellowship for Outstanding Student Research  
Donald F. Othmer Fellowship for Exceptional Graduate Scholarship