



Andrew A. Hanna

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University of Nebraska-Lincoln
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Education

University of Nebraska-Lincoln, Lincoln, NE

Doctor of Philosophy (Ph.D.) in Business [A.B.D.], August 2020 (expected)

Specialization: Management; Emphases: Organizational Behavior, Entrepreneurship

Dissertation: *Here's your sign: The use of signals in impacting social categorizations*

Committee Members: Dr. Larry J. Williams (chair), Dr. Troy A. Smith (chair),
Dr. Joya Yu, Dr. Amy Bartels, Dr. Todd Thornock

Dissertation Defense: July 22, 2020 (expected)

Comprehensive Exams: Passed June 2018 (Organizational Behavior/Entrepreneurship)

University of Nebraska-Lincoln, Lincoln, NE

Master of Business Administration (M.B.A.), August 2013

Specialization: Entrepreneurship

University of Nebraska-Lincoln, Lincoln, NE

Bachelor of Science in Business Administration (B.S.B.A.), December 2009

Major: International Business; Minors: Japanese, Asian Studies

Research Interests

Informal/Emergent Leadership Perceptions
SEM/latent variable measurement

Research Experience

Department of Management, University of Nebraska-Lincoln, Lincoln, NE

Graduate Research Assistant for Dr. Troy A. Smith, August 2016-Present

- Conduct research with Dr. Troy A. Smith on empowering and emergent leadership
- Review leadership and organizational literature to determine research questions
- Develop surveys on leadership and its impact on individual and groups outcomes
- Organize and analyze quantitative data using R, MPlus, and SPSS
- Consult with companies to provide recommendations for organizational improvement based on study results
- Co-authored several projects under review with various journals or in progress



Department of Management, University of Nebraska-Lincoln, Lincoln, NE

Graduate Research Assistant for Dr. Larry J. Williams, August 2016 – August 2019

- Conduct research with Dr. Larry J. Williams on latent variable measurement
- Review structural equation modeling literature to determine research questions regarding parcels
- Develop workshop presentations for invited presentations at AOM and SMA conferences
- Analyze quantitative data in LAVAAN using R
- Organize and orchestrate events related to CARMA

Published Works

Hanna, A.A., Smith, T.A., & Vandenberg, R.J. 2019. Current research on structural equation modeling in management research. *Academy of Management Proceedings*, 2019(1), 19110.

Hanna, A.A., Williams, L.J., & Smith, T.A. 2018. A comparison of latent variable approaches with multidimensional constructs. *Academy of Management Proceedings*, 2018(1), 18339.

Hanna, A.A. 2017. Current issues in judging SEM model fit. *Academy of Management Proceedings*, 2017(1), 17246.

Active Revise and Resubmits

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

Manuscripts under Review

Mistry, S., Kirkman, B.L., **Hanna, A.A.**, Moore, O.A., & Rapp, T.L. (under review). [Too many teams? Examining the effects of permanent team identification and number of temporary project team memberships on identity strain and turnover.] *Personnel Psychology*.

Current Research Projects

Hanna, A.A. (in progress). [Impression management and emergent leadership: The mediating impact of peer trustworthiness perceptions.] Data collection phase, target: *Journal of Applied Psychology*.

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 support 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: *Journal of Applied Psychology*.



Hanna, A.A., Williams, L.J., Little, T.D., & Smith, T.A. (in progress). [A comparison of latent variable approaches with multidimensional constructs.] Data analysis/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*.

Refereed 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 79th 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 79th annual conference of the Academy of Management in Boston, MA, August 2019.

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 78th 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 78th 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 78th annual conference of the Academy of Management in Chicago, IL, August 2018.

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

Poster Presentations

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.

Invited Presentations

Hanna, A.A., & Williams, L.J. “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.



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.

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: 77th 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.

Teaching Interests

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

Teaching Experience

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

- New course proposal developer, in progress

MNGT/ENTR 4XX/8XX: Entrepreneurship for Non-Business Majors, U. of Nebraska

- New course proposal developer, in progress

MNGT 421: Identifying and Exploring Entrepreneurial Opportunity, U. of Nebraska

This course covers the creative skills fundamental to the process of identifying and exploiting entrepreneurial opportunities and the analytical toolkit needed to explore the feasibility of an entrepreneurial opportunity. The course integrates experiential exercises, thought leadership in the field, and case study analysis to hone in on the importance of the entrepreneurial mindset to society. A variety of contexts are considered, including traditional small businesses, social/non-profit organizations, and innovative efforts within established firms.

- Instructor of Record, Fall 2019 (49 students) Overall Instructor Rating: 4.32/5.00



- Instructor of Record, Spring 2019 (20 students) Overall Instructor Rating: 4.50/5.00
- Instructor of Record, Fall 2018 (38 students) Overall Instructor Rating: 4.31/5.00
- Graduate Teaching Assistant (Dr. Sam Nelson), Fall 2015

MNGT 360: Managing Behavior in Organizations, U. of Nebraska

This course provides basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. The course builds critical thinking skills by examining the role of perception, personality/attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work.

- Instructor of Record, Summer 2017 (15 students) Overall Instructor Rating: 4.88/5.00

MNGT 321: Entrepreneurship and Innovation in Organizations, U. of Nebraska

Introduction to entrepreneurship management/marketing. Provides an 'insider's view' of entrepreneurial creativity, innovation, and value creation. First-hand accounts from personal experiences in creating new products, services, and ideas. Insight into real-world marketing creativity, leadership applications, research and development, market analysis, feasibility study, and potential careers in creativity and related fields. Involves the investigation of markets, both for profit and not-for-profit.

- Graduate Teaching Assistant (Dr. Sam Nelson), Summer 2016

MNGT 422: Managing Rapid Growth and Change in Organizations, U. of Nebraska

This course addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. Students will learn change management concepts targeted towards managing an organization in turbulent times. The course prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm.

- Graduate Teaching Assistant (Dr. Sam Nelson), Spring 2016

MNGT 423: Business Plan Development and Decision Making, U. of Nebraska

This course takes an in-depth look at the business planning process. By the end of the class, students produce their own business plans. Learn through their own business plan writing, through in-depth cases studies, by engaging in role plays and by interacting with business executives. Business plans are a critical part of any organization, thus, preparing students to develop business plans for a variety of new concepts and ideas, whether inside an established firm or as part of the start-up new venture.

- Graduate Teaching Assistant (Dr. Sam Nelson), Spring 2016
- Graduate Teaching Assistant (Dr. Sam Nelson), Fall 2015

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**
 Off-Program Event Leader, **Academy of Management, OB Division**
 New Student Conversation Leader, **Husker Dialogues Event for Diversity and Inclusion**

Professional Experience

The GameRoom, Lincoln, NE

Chief Operating Officer, June 2011 – August 2015

- Helped build local entertainment retail store to three locations and more than 40 employees
- Oversaw all employee-related issues, including hiring, payroll management, and schedules
- Handled all money-related issues, including bookkeeping, taxes, and purchasing
- Oversaw growth of online sales (e.g., eBay, Amazon) up to more than 100,000 sold items

Professional Affiliations

Member, Academy of Management (2016 – Present)

Organizational Behavior, Entrepreneurship, Research Methods

Southern Management Association (2017 – Present)

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

Teaching & Education

Midwest Academy of Management (2019 – Present)

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



References

Dr. Larry Williams

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Research/Scholarship Mentor and Coauthor

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