

**Andrew A. Hanna**  
ahanna3@unl.edu  
www.linkedin.com/in/andrew-hanna-46308014/

University of Nebraska-Lincoln  
Department of Management  
730 North 14th Street, Ste. 315G  
Lincoln, NE 68588-0405  
Phone: (402) 525-3381

## **Education**

---

**University of Nebraska-Lincoln**, Lincoln, NE  
*Bachelor's of Science in Business Administration (B.S.B.A.)*, December 2009  
Majors: International Business; Asian Studies  
*Master's of Business Administration (M.B.A.)*, August 2016  
Specialization: Entrepreneurship  
*Doctor of Philosophy (Ph.D.) in Business*, May 2021  
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

## **Academic Appointments**

---

**University of Nebraska-Lincoln**, Lincoln, NE  
*Assistant Professor of Practice*, August 2021-Present

## **Research Interests**

---

Informal/Emergent Leadership Perceptions  
Multiple Team Membership  
SEM/latent variable measurement

## **Published Works**

---

**Hanna, A.A.**, Smith, T.A., Kirkman, B.L., & Griffin, R.W. 2021. The emergence of emergent leadership: A comprehensive framework and directions for future research. *Journal of Management*, 47(1), 76-104.

**Hanna, A.A.** The impression management-emergent leadership relationship: The mediating role of trustworthiness. *Academy of Management Proceedings*, 2021(1), TBD.

Mbaraonye, I., **Hanna, A.A.**, & Titus Jr., V.K. What about my family? The role of negative family feedback in entrepreneurial opportunity evaluation. *Academy of Management Proceedings*, 2021(1), TBD.

**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**

---

Mistry, S., Kirkman, B.L., **Hanna, A.A.**, Moore, O.A., & Rapp, T.L. (2<sup>nd</sup> Round R&R). [Too many teams? Examining the effects of permanent team identification and number of temporary project team memberships on identity strain and turnover.] *Personnel Psychology*.

Griffin, R.W., **Hanna, A.A.**, Smith, T.A., & Kirkman, B.L. (With Editors). [The organizational consequences of bad leadership.] In D. Lusk & T. Hayes (Eds.), *SIOP Professional Practice Series: The Good, the Bad, and the Human Dark Side at Work*.

Williams, L.J., & **Hanna, A.A.** (With Editors). [Factor analysis.] In L.R. Ford & T.A. Scandura (Eds.), *SAGE Handbook of Survey Development and Application*.

Oluwasin, D., Scutchfeld, E., **Hanna, A.A.**, & Sharpe, B. (With Editors). The emerging economy's entrepreneurial toolkit: A blueprint for entrepreneurial expansion in Central Africa. *Published through the Rwanda Institute for Conservation Agriculture (RICA)*.

### **Current Research Projects**

---

**Hanna, A.A.**, Smith, T.A., Kirkman, B.L., & Griffin, R.W. (in progress). Emergent leadership dispersion, information sharing, and team performance. Writing phase, target: *Journal of Applied Psychology*.

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

Mbaraonye, I., **Hanna, A.A.**, & Titus Jr., V.K. (in progress). [What about my family? Family considerations in opportunity evaluation] Data analysis/writing phases, target: *Entrepreneurship Theory & Practice*.

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., & 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**

---

Borgholthaus, C.J., **Hanna, A.A.**, & Lee, E.Y. “Performance feedback and corporate risk-taking: The moderating effects of CEO personality.” Paper presented for the Strategic Management track at the Meeting of the Southern Management Association in New Orleans, LA, November, 2021.

**Hanna, A.A.** “The impression management-emergent leadership relationship: The mediating role of trustworthiness.” Paper presented for the Organizational Behavior division at the 81<sup>st</sup> annual conference of the Academy of Management in Philadelphia, PA, August 2021.

Mbaraonye, I., **Hanna, A.A.**, & Titus Jr., V.K. “What about my family? The role of negative family feedback in entrepreneurial opportunity evaluation.” Paper presented for the Entrepreneurship division at the 81<sup>st</sup> annual conference of the Academy of Management in Philadelphia, PA, August 2021.

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.

**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.

**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.

### **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 at the annual conference of the Society for Industrial and Organizational Psychology in Chicago, IL, April 2018.

## Invited Presentations

---

Williams, L.J., & **Hanna, A.A.** 2022. “The use of parcels with multidimensional latent variables.” Symposium presentation for the 2022 Society for Industrial-Organizational Psychology Annual Conference in Seattle, WA, April 2022.

**Hanna, A.A.**, & Williams, L.J. 2021. “An introduction to factor analysis and scale design.” Professional development workshop presented for the Meeting of the Southern Management Association in New Orleans, LA, November 2021.

Means, T., & **Hanna, A.A.** 2021. “Teaching entrepreneurship during a pandemic.” Presentation for the United States Association for Small Business and Entrepreneurship (USASBE), June 2021.

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

Williams, L.J., & **Hanna, A.A.** 2017. “Special topics in SEM: Parcels, method variance, and model fit.” Professional development workshop for the Meeting of the Southern Management Association 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: 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.

2020 CARMA short course: *Introduction to Multilevel Analysis with R*, 3-day series instructed by Dr. James LeBreton at Wayne State University, June 2020.  
CARMA short course: *Advanced Multilevel Analysis with R*, 3-day series instructed by Dr. Paul Bliese at Wayne State University, June 2020.  
Summer Institute for Online Teaching: *Course planning and development of online pedagogy*, 5-week online development course held by the University of Nebraska-Lincoln Center for Transformative Teaching, May 2020.

- 2021 CARMA short course: Video Methods, 5-day series instructed by Dr. Curtis LeBaron at Wayne State University, June 2021.
- Teaching Entrepreneurship: Innovative approaches to teaching entrepreneurship topics in higher education, 4-week online development course held by the Teaching Entrepreneurship organization, May-June 2021.
- The Experiential Classroom: Experiential teaching in entrepreneurship, 4-day in-person development conference held at University of Notre Dame, September 23-26, 2021.
- UndocuAlly Training: OASIS training in the complexity of the immigration system for supporting immigrant, undocumented, and DACA-mented students, September 2021.
- Diversity & Inclusion Ambassador Training: UNL-led education in embracing and implementing diversity, equity, and inclusion efforts in teaching, October 2021.

## Teaching Interests

---

Entrepreneurship: *Opportunity identification, entrepreneurial theory and application*  
 Organizational Behavior: *leadership, followership, teams*

## Teaching Experience

---

### **MNGT 321: Foundations of Entrepreneurship**, 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.*

- Instructor of Record, Fall 2020 (233 students)      Overall Instructor Rating: 4.84/5.00
- Instructor of Record, Spring 2021 (375 students)      Overall Instructor Rating: 4.80/5.00
- Instructor of Record, Fall 2021 (359 students)      Overall Instructor Rating: TBD/5.00
- Instructor of Record, Spring 2022 (TBD students)      Overall Instructor Rating: TBD/5.00

### **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
- Instructor of Record, Fall 2021a (52 students)      Overall Instructor Rating: TBD/5.00
- Instructor of Record, Fall 2021b (51 students)      Overall Instructor Rating: TBD/5.00

### **MNGT 361: Human Resource Management**, U. of Nebraska

*Introductory course that approaches Human Resource Management from the perspective of the human resource professional and the individual manager or supervisor. Presents the integrated nature of human resource management and the operation of human resource policies and principles in the contemporary organizational environment. Materials will cover the challenges and opportunities faced by those who are charged with responsibility for acquisition, management,*

*development, and retention of organizational human capital. Provides an overview of the typical human resource functions and requisite decision making in those areas.*

- Instructor of Record, Spring 2022 (TBD students) Overall Instructor Rating: TBD/5.00

**MNGT 398: Global Startup Communities: Entrepreneurship in Rwanda**, U. of Nebraska

*The University of Nebraska-Lincoln Center for Entrepreneurship and the College of Business International Business and Inclusion Office present a virtual study abroad course entitled: “Global Startup Communities: An Examination of Entrepreneurship in Rwanda and the U.S.” This course is designed to provide students with a detailed look at startup communities within a mix of markets, including those in the U.S. (Lincoln/Omaha, NE) and Kigali, Rwanda. The goal of the course is two-fold: (1) expose students to the similarities and differences between startup communities; and (2) foster collaboration to enhance community and economic vitality in the respective regions.*

- Instructor of Record, Summer 2021 (12 students) Overall Instructor Rating: 4.80/5.00

**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

**MNGT 475: Business Strategies**, U. of Nebraska

*Learn the principal concepts, frameworks, and techniques of strategic management. Formulate and apply business strategies, analyze cases, explore business simulations, and gain an understanding and appreciation of how strategy affects careers, company performance, and industry attractiveness.*

- Instructor of Record, Spring 2022a (TBD students) Overall Instructor Rating: TBD/5.00
- Instructor of Record, Spring 2022b (TBD students) Overall Instructor Rating: TBD/5.00

**MNGT/ENTR 4XX/8XX: International Approaches to Entrepreneurship: A Multicultural Approach to Ingenuity in Innovation**, U. of Nebraska

*This course aims to provide students with diverse perspectives of the innovative process. While we incorporate the importance of diversity and inclusion in our Management curriculum, this course incorporates this idea in our Entrepreneurship offerings. Positive changes, like our growing interconnectivity with other cultures and increased exposure to historically underrepresented groups, raise the importance of exposure to entrepreneurship from diverse perspectives. As disparities lessen, we continue to see substantial growth in the variety of nationalities and cultures that our global entrepreneurial leaders represent. Variations between approaches as a result of diversity mean that there are several roads to innovation, many of*

which students never experience. Exposing students to new ways of thinking and approaching problems is what entrepreneurship is about, and the aim of this class is to do just that. The course also provides our diverse student population with an entrepreneurship course highlighting people and processes that defy traditional U.S. views. For students to feel like entrepreneurship is an option for them, there is no doubt that it helps to see the process through a context with which every student can identify. Our “great modern equalizer” is education and cultivating student entrepreneurs that embrace diverse backgrounds and approaches will be the future of all types of business.

- New course proposal developer, in progress

## 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**
- 2020 Assistant Instructor, **“Introduction to SEM” CARMA Short Course**, *Asia Region*  
Assistant Instructor, **“Introduction to SEM” CARMA Short Course**, *Tel Aviv University*  
Student Venture Financial Mentor, **Center for Entrepreneurship**, *University of Nebraska*  
Department Representative, **Graduate Student Association**, *University of Nebraska*  
PhD Assistant/Podcast Coordinator/Event Coordinator, **CARMA**  
Global Event Coordinator, **AOM-CARMA Doctoral Student Development Program**  
PhD Advisor, **Big Red Startup Student Entrepreneurship Organization**, *U. of Nebraska*  
Reviewer, *Entrepreneurship Education & Pedagogy Journal*
- 2021 Student Venture Mentor, **Center for Entrepreneurship**, *University of Nebraska*  
Department Representative, **Graduate Student Association**, *University of Nebraska*  
Faculty Advisor, **Startups UNL RSO**, *University of Nebraska*  
Faculty Advisor, **Entrepreneurship Student Impact Team**, *University of Nebraska*  
Social Engagement Teaching Fellow, *U. of Nebraska Center for Transformative Teaching*  
Startup Mentor, *University of Nebraska Engler Agricultural Entrepreneurship Program*  
Team Startup Mentor, *U. of Nebraska-Gallup Strengths Institute Builders Program*  
Ad Hoc Reviewer, *Entrepreneurship Education & Pedagogy Journal*  
Ad Hoc Reviewer, *Organization Theory*

Search Committee Member, **Center for Entrepreneurship**  
University Teaching Fellow, **UNL Center for Transformative Teaching**

### **Professional Affiliations**

---

Member, Academy of Management (2016 – Present) *Org. Behavior, Entr., Research Methods*  
Southern Management Association (2017 – Present)  
United States Association for Small Business and Entrepreneurship (2017 – Present)  
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
- 2020 J.J. and Eleanor Ogle Fellowship for Outstanding Student Research  
Donald F. Othmer Fellowship for Exceptional Graduate Scholarship  
Midwest Academy of Management Best Reviewer Award
- 2021 J.J. and Eleanor Ogle Fellowship for Outstanding Student Research  
Donald F. Othmer Fellowship for Exceptional Graduate Scholarship  
UNL College of Business Graduate Student Teacher of the Year  
UNL College of Business Graduate Student Researcher of the Year



## References

---

### **Dr. Larry Williams**

James C. and Marguerite J. Niver Chair and Professor of Management  
Rawls College of Business  
Texas Tech University  
College of Business #E357  
Lubbock, TX 79409-2019  
806.742.3176  
Larry.Williams@ttu.edu  
*Dissertation Chair*

### **Dr. Troy Smith**

Assistant Professor of Management  
College of Business  
University of Nebraska-Lincoln  
730 North 14<sup>th</sup> Street #325W  
Lincoln, NE 68588-0491  
402.472.5628  
Troy.Smith@unl.edu  
*Dissertation Chair and Coauthor*

### **Dr. Bradley Kirkman**

Department Head and General (Ret.) H. Hugh Shelton Distinguished Professor of Leadership  
Poole College of Management  
North Carolina State University  
2801 Founders Drive #1350A  
Raleigh, NC 27695  
919.515.7967  
blkirkma@ncsu.edu  
*Research/Scholarship Mentor and Coauthor*

### **Dr. Samuel Nelson**

Director, Center for Entrepreneurship  
College of Business  
University of Nebraska-Lincoln  
730 North 14<sup>th</sup> Street #315C  
Lincoln, NE 68588-0491  
402.472.3353  
Sam.Nelson@huskers.unl.edu  
*Teaching/Scholarship Mentor*