

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

University of Nebraska-Lincoln
Department of Management
730 North 14th Street, Ste. 315F
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
Seacrest Teaching Fellow, August 2023-Present

Research Interests

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

Published Works

Gardner, W.L., **Hanna, A.A.**, Cogliser, C.C., & Noghani, F. 2024. Leadership emergence: Answering the “how” and “why” questions by considering levels of analysis and forms of emergence. *Annual Review of Organizational Psychology & Organizational Behavior*.

Williams, L.J., & **Hanna, A.A.** 2023. Exploratory/Confirmatory Factor Analysis and Scale Development. In L.R. Ford & T.A. Scandura (Eds.), *SAGE Handbook of Survey Development and Application*. SAGE.

Mistry, S., Kirkman, B.L., Moore, O.A., **Hanna, A.A.**, & Rapp, T.L. 2022. Too many teams? Examining the impact of multiple team memberships and permanent team identification on employees' identity strain, cognitive depletion, and turnover. *Personnel Psychology*, 76(3), 885-912.

Griffin, R.W., **Hanna, A.A.**, Smith, T.A., & Kirkman, B.L. 2022. How bad leaders impact organizational effectiveness. In D. Lusk & T. Hayes (Eds.), *SIOP Professional Practice Series: The Good, the Bad, and the Human Dark Side at Work*. Oxford University Press.

Oluwasina, D., Scutchfeld, E., **Hanna, A.A.**, Leedom, S., & Ndejuru, T. 2022. *The Entrepreneurship Program Design and Resource Toolkit: A Blueprint for Expanding Entrepreneurship Education in Central Africa*. Published with support from the Rwandan Institute for Conservation Agriculture (RICA).

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), 10226.

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), 10229.

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.

Currently Under Review

Williams, L.J., **Hanna, A.A.**, & Smith, T.A. (Proposal Accepted). [An integrative review of parceling in management research.] *Journal of Management*.

Perrigino, M., Pratt, B., & **Hanna, A.A.** (Proposal Accepted). [The role of religion in organizational science.] *Academy of Management Annals*.

Moore, O.A., Susskind, A.M., Margolin, D., & **Hanna, A.A.** (2nd R&R). [Latent changes in out-degree network centrality & performance.] *Group & Organization Management*.

Moore, O.A., Rapp, T.L., Mistry, S., **Hanna, A.A.**, & Bell, B. (With Editors). [Interteam communications in multiteam projects: Investigating the interactive effect of multiple team memberships and role ambiguity.] *Journal of Applied Psychology*.

Konno, K., & **Hanna, A.A.** (With Editors). [A computational modeling approach to decision-making under conflict.] *Groups Decision and Negotiation*.

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., Neely, B., Mistry, S., & Kirkman, B.L. (in progress). [Emergent leadership and idiosyncrasy credits, time, and salient leader characteristics.] Data collection phase, target: *Journal of Applied Psychology*.

Liu, B., & **Hanna, A.A.** (in progress). [Self-promoting toward emergent leadership: How high-ability displays are interpreted differently across cultures.] Writing & data collection phases, target: *The Leadership Quarterly*.

Mistry, S., Margolis, J.A., & **Hanna, A.A.** (in progress). [Permanent team identification, identification residue, and team engagement.] Writing and analysis phases, target: *Personnel Psychology*.

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: *Journal of Business Ethics*.

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*.

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*.

Masood, H., & **Hanna, A.A.** (in progress). [A review of cognitive crafting in organizational research.] Writing phase, target: *Journal of Management*.

Moore, O.A., Bell, B., & **Hanna, A.A.** (With Editors). [Multiple team membership configuration and team viability: Effects of team mistrust and satisfaction.] *Journal of Applied Psychology*.

Refereed Conference Presentations

Hanna, A.A., & Nelson, S.A. “The entrepreneurial hat trick: A winning strategy for entrepreneurial education.” Workshop presented for the Entrepreneurship Teaching and Learning Division at the 2023 Global Consortium of Entrepreneurship Centers in Dallas, TX, October 2023.

Hanna, A.A., Williams, L.J., Bliese, P., Shurer Lambert, L., Vandenberg, R.J., DeSimone, J.A., & Albritton, E. “We need to chat: Discussing the ramifications of ChatGPT for methodological research.” Symposium presented for the Research Methods and Communication, Digital Technology, and Organization Divisions at the 83rd Annual Conference of the Academy of Management in Boston, MA, August 2023.

Borgholthaus, C.J., Smith, T.A., & **Hanna, A.A.** “Performance feedback and corporate risk-taking: The moderating effects of CEO personality. Paper presented for the Strategy Division at the 83rd Annual Conference of the Academy of Management in Boston, MA, August 2023.

Liu, B., & **Hanna, A.A.** “Burgeoning research in emergent leadership.” Symposium presented for the Organizational Behavior Division at the 82nd Annual Conference of the Academy of Management in Seattle, WA, August 2022.

Moore, O.A., Rapp, T.L., Mistry, S., & **Hanna, A.A.** “Employee experiences across their multiple team memberships: New theoretical directions in MTM research.” Symposium presented for the Organizational Behavior Division at the 82nd Annual Conference of the Academy of Management in Seattle, WA, August 2022.

Hanna, A.A., & Williams, L.J. “Recent advancements in measurement research.” Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology in Seattle, WA, April 2022.

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 81st 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 81st 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 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 at the Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL, April 2018.

Invited Presentations

Pickering, J.R., Shurer Lambert, L., **Hanna, A.A.**, Williams, L.J., et al. 2023. “Ask the experts: Survey development and application.” Panelist at the Ask the Experts panel at the Meeting of the Southern Management Association in St. Petersburg Beach, FL, October 2023.

Hanna, A.A. 2023. “Tales from the other side of the first year and beyond: Thoughts from faculty.” Development workshop conducted by the University of Nebraska-Lincoln’s Office of the Executive Vice Chancellor in Lincoln, NE, August 2023.

Hanna, A.A. 2023. “More than just a teacher: Suggestions on how to connect with students, understand their needs, and build meaningful rapport.” Development workshop conducted by the University of Nebraska-Lincoln’s Office of the Executive Vice Chancellor in Lincoln, NE, August 2023.

Hanna, A.A. 2023. “Identifying and encouraging informal leaders in the workplace: Insights from leadership emergence research.” Development workshop conducted at Boys Town National Research Hospital in Omaha, NE, March 2023.

Hanna, A.A. 2022. “Navigating career decisions in academia.” Panelist at the Late Stage Doctoral Consortium at the Meeting of the Southern Management Association in Little Rock, AR, October 2022.

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. 2021. “Born this way: Understanding the entrepreneur as an individual.” Paper session chair presented for the Meeting of the Southern Management Association in New Orleans, LA, November 2021.

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: 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 the 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: UNL-led education in embracing and implementing diversity, equity, and inclusion efforts in teaching, October 2021.

- 2022 Teaching Entrepreneurship: Innovative approaches to teaching entrepreneurship topics in higher education, 4-week online development course held by the Teaching Entrepreneurship organization, June 2022.
Faculty-Led Inquiry into Reflective & Scholarly Teaching: 9-month selective training program for integrating scholarly approaches into teaching held by the FIRST Program at the University of Nebraska-Lincoln, August 2022-May 2023.
Reflective Practitioners Program: Silver Member, 9-month program providing opportunity for peer-reviewed teaching and ongoing teaching approach development held by the University of Nebraska-Lincoln Center for Transformative Teaching, August 2022-May 2023.
- 2023 Gallup Strengths Coach Certificate: Gallup certified Strengths coach training program provided by the UNL College of Business's Gallup Strengths Institute, January 2023.
Faculty-Led Inquiry into Reflective & Scholarly Teaching: 9-month selective training program for integrating scholarly approaches into teaching held by the FIRST Program at the University of Nebraska-Lincoln, August 2023-May 2024. (advanced status)
AI for Teaching Faculty Group: Faculty-led group within the College of Business aimed at new ways to utilize artificial intelligence in the classroom.
NCLUDE Learning Community: Invited learning community offered by the UNL Office of Diversity & Inclusion addressing teaching with compassion for student mental health.

Teaching Interests

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

Teaching Experience

* = asynchronous section

MNGT 321: Foundations of Entrepreneurship

- Instructor of Record, Fall 2020 (233 students)* Instructor Rating: 4.84/5.00
- Instructor of Record, Spring 2021 (375 students)* Instructor Rating: 4.80/5.00
- Instructor of Record, Fall 2021 (359 students) Instructor Rating: 4.89/5.00
- Instructor of Record, Spring 2022 (331 students) Instructor Rating: 4.72/5.00
- Instructor of Record, Fall 2022a (150 students) Instructor Rating: 4.62/5.00
- Instructor of Record, Fall 2022b (175 students) Instructor Rating: 4.62/5.00
- Instructor of Record, Spring 2023a (150 students) Instructor Rating: 4.68/5.00
- Instructor of Record, Spring 2023b (155 students) Instructor Rating: 4.68/5.00
- Instructor of Record, Fall 2023a (160 students) Instructor Rating: TBD/5.00
- Instructor of Record, Fall 2023b (150 students) Instructor Rating: TBD/5.00

MNGT 360: Managing Behavior in Organizations

- Instructor of Record, Summer 2017 (15 students) Instructor Rating: 4.88/5.00
- Instructor of Record, Fall 2021a (52 students)* Instructor Rating: 4.68/5.00
- Instructor of Record, Fall 2021b (51 students)* Instructor Rating: 4.78/5.00
- Instructor of Record, Fall 2022 (50 students) Instructor Rating: 4.75/5.00
- Instructor of Record, Fall 2023 (50 students) Instructor Rating: TBD/5.00

MNGT 361: Human Resource Management

- Instructor of Record, Spring 2022 (50 students) Instructor Rating: 4.86/5.00

MNGT 398: Global Startup Communities: Entrepreneurship in Rwanda

- Instructor of Record, Summer 2021 (12 students)* Instructor Rating: 4.80/5.00
- Instructor of Record, Summer 2022 (8 students) Instructor Rating: 5.00/5.00

MNGT 398: Applied Design Thinking: Human-Centered Design & Your Life

- Instructor of Record, Spring 2023 (28 students) Instructor Rating: 4.96/5.00

MNGT 421: Identifying and Exploring Entrepreneurial Opportunity

- Instructor of Record, Fall 2019 (49 students) Instructor Rating: 4.32/5.00
- Instructor of Record, Spring 2019 (20 students) Instructor Rating: 4.50/5.00
- Instructor of Record, Fall 2018 (38 students) Instructor Rating: 4.31/5.00

MNGT 475: Business Strategies

- Instructor of Record, Spring 2022a (50 students) Instructor Rating: 4.86/5.00
- Instructor of Record, Spring 2022b (50 students) Instructor Rating: 4.94/5.00
- Instructor of Record, Summer 2022 (80 students)* Instructor Rating: 4.77/5.00
- Instructor of Record, Spring 2023a (50 students) Instructor Rating: 4.79/5.00
- Instructor of Record, Spring 2023b (50 students) Instructor Rating: 4.81/5.00
- Instructor of Record, Summer 2023 (50 students)* Instructor Rating: 4.75/5.00

Course Development in Progress

MNGT 398: Applied Design Thinking: Designing Your Life

First introduced in the Spring semester of 2022, this pop-up course aims to provide students the opportunity to understand what drives them as people. Offered as a special experience with local social entrepreneur Mike Smith at The Bay, this course utilizes frameworks inspired by Stanford's Design Your Life framework to challenge students to realize their talents, interests, passion, and purpose with their peers. After four days of discussion and experiential exercises, students leave this experience with a better understanding of how they can combine their natural abilities and interests to create a life of lasting value.

ENTR 4XX: International Approaches to Entrepreneurship

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.

Professional Service/Additional Teaching Services

- 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**
Reflective Practitioner Program Fellow, **UNL Center for Transformative Teaching**

Faculty Advisor, **National Collegiate Diversity Case Competition Team**
Committee Member, **Master's Thesis in Department of Environmental Studies**

- 2022 Faculty Ambassador/Conference Volunteer, **Southern Management Association**
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*
Ad Hoc Reviewer, ***Entrepreneurship Education & Pedagogy Journal***
Ad Hoc Reviewer, ***Organization Theory***
Ad Hoc Reviewer, ***Applied Psychology: An International Review***
Search Committee Chair, **Center for Entrepreneurship**
Reflective Practitioner Program Fellow, **UNL Center for Transformative Teaching**
FIRST Program Teaching Fellow, **UNL FIRST Reflective Teaching Program**
Experiential Teaching & Large Lecture Advisor, **UNL Teaching Support Network**
Faculty Advisor, **National Collegiate Diversity Case Competition Team**
New Student Conversation Leader, **Husker Dialogues Event for Diversity and Inclusion**
Member, **UNL Executive Vice Chancellor's Committee for Student Family Housing**
- 2023 Head of Volunteer Coordination, **Southern Management Association**
Ad Hoc Reviewer, ***Entrepreneurship Education & Pedagogy Journal***
Ad Hoc Reviewer, ***Organization Theory***
Ad Hoc Reviewer, ***Applied Psychology: An International Review***
Ad Hoc Reviewer, ***Team Performance Management***
Ad Hoc Reviewer, ***Journal of Business Economics and Management***
Ad Hoc Reviewer, ***Journal of Management***
Search Committee Chair, **PoP search, Department of Management**
Member, **UNL Executive Vice Chancellor's Committee for Student Family Housing**

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)
Global Consortium of Entrepreneurship Centers (2022 – Present)
American Psychological Association (2022 – Present)

Awards

- 2017 Academy of Management Organizational Behavior Division Outstanding Reviewer Award
J.J. and Eleanor Ogle Research Fellowship
- 2018 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship
- 2019 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship

- 2020 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship
Midwest Academy of Management Best Reviewer Award
- 2021 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship
UNL College of Business Graduate Student Teacher of the Year
UNL College of Business Graduate Student Researcher of the Year
- 2022 Finalist, UNL College of Business Excellence in Teaching Award
Academy of Management Organizational Behavior Division Outstanding Reviewer Award
UNL Outstanding Student Organization Award (*Startups UNL*, as Faculty Advisor)
- 2023 UNL College of Business Excellence in Teaching Award
Academy of Management Organizational Behavior Division Outstanding Reviewer Award
UNL College of Business Seacrest Teaching Fellowship

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

Dr. Troy Smith

Assistant Professor of Management
College of Business
University of Nebraska-Lincoln
730 North 14th Street #325W
Lincoln, NE 68588-0491
402.472.5628
Troy.Smith@unl.edu

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