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University of Nebraska-Lincoln
Department of Management
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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 Management, August 2024 - Present
Seacrest Teaching Fellow, August 2023 - Present
Assistant Professor of Practice, August 2021-July 2024

Research Interests

Informal/Emergent Leadership
Multiple Team Membership
SEM/latent variable methodology

Published Works

Williams, L.J., **Hanna, A.A.**, & Smith, T.A. 2025. Methods and theory for using parcels in management research: An overview and guide for improved analyses. *Journal of Management*, 0(0), <https://doi.org/10.1177/01492063251316479>.

Gardner, W.L., **Hanna, A.A.**, Coglisier, 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*, 11(1), 139-164.

*Denotes shared first authorship (authors listed in alphabetical order)

Moore, O.A., Susskind, A.M., Margolin, D., & **Hanna, A.A.** 2024. A resource-acquisition perspective: Examining the effects of downsizing on work-related relationships and performance. *Group & Organization Management*, 0(0), <https://doi.org/10.1177/10596011241235692>.

Badura, K.*, **Hanna, A.A.***, & Smith, T.A.* 2024. Leadership Emergence. In *Oxford Bibliographies in Management*. Oxford University Press.

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. 2023. 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.

Konno, K., & **Hanna, A.A.** 2023. Self-awareness and bias blind spots in business decision-making. In Y. Maemura, M. Horita, L. Fang, & Zaraté (Eds.), *Group Decision and Negotiation in the Era of Multimodal Interactions*. Springer.

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. & Neely, B. 2024. Beyond short-term impressions: Construed temporal distance, trustworthiness, and leader emergence. *Academy of Management Proceedings*, 2024(1), 12521.

Borgholthaus, C.J., Smith, T.A., & **Hanna, A.A.** Performance feedback and corporate risk-taking: The moderating effects of CEO personality. *Academy of Management Proceedings*, 2023(1), 15881.

Hanna, A.A., Gardner, W.L., Acton, B., Choudhury, A., Farro, A., & Liu, B. 2022. Burgeoning research in emergent leadership. *Academy of Management Proceedings*, 2022(1), 11823.

Hanna, A.A. 2021. 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. 2021. 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

Konno, K., & **Hanna, A.A.** (With Editors – 4th R&R 2/26/25). [A computational modeling approach to decision-making under conflict.] *Groups Decision and Negotiation*.

Perrigino, M., **Hanna, A.A.**, Pratt, B., & Meyers, A. (ICR Proposal Accepted). [An integrated framework of religion and spirituality in management.] *Journal of Applied Psychology*.

Hanna, A.A., Neely, B., & Kirkman, B.L. (With Editors – Submitted 3/6/25). [Emergent leadership and the construal-level theory of time.] *Academy of Management Journal*.

Moore, O.A., Rapp, T.L., Mistry, S., **Hanna, A.A.**, & Bell, B. (With Editors – Submitted 2/8/25). [Interteam communications in multiteam projects: The interaction of multiple team memberships and role ambiguity.] *Personnel Psychology*.

Current Research Projects

Liu, B., & **Hanna, A.A.** (in progress). [Self-promoting toward emergent leadership: How high-ability displays are interpreted differently across cultures.] Writing phase, preparing for submission Q2 2025: *The Leadership Quarterly*.

Hanna, A.A., Smith, T.A., & Onkst, K. (in progress). [Learning goal orientation, gender, and leader empowerment behaviors.] Writing phase, preparing for submission Q2 2025, *Journal of Applied Psychology*.

Hanna, A.A., DeSimone, J.A., Bliese, P.D., Landers, R.N., Marshall, J.D., & O'Boyle, E.H. (in progress). [Using AI as a tool for research methods.] Writing phase, preparing for submission Q2 2025: *Personnel Psychology*.

Hanna, A.A., & Mackalski, R. (in progress). [The global expansion of The Bay.] Interviewing phase, preparing for submission Q2 2025: *Harvard Business Review*.

Garcia, A., **Hanna, A.A.**, Evatt, D., Kirkman, B.L., Bocarro, J., & Acker, D. (in progress). [Conceptualizing values-based leadership.] Writing phase, preparing for Review S.I. Q2 2025: *Journal of Management*.

Hanna, A.A. (in progress). [An attention-based view of emergent leadership.] Writing phase, preparing for submission Q3 2025: *Academy of Management Review*.

Hanna, A.A., & Williams, L.J. (in progress). [A critical review of the operationalization of emergent leadership.] Writing and analysis phases, preparing for submission Q3 2025: *Organizational Research Methods*.

Mbaraonye, I., **Hanna, A.A.**, & Titus Jr., V.K. (in progress). [What about my family? Family considerations in opportunity evaluation.] Writing phase, preparing for submission Q3 2025: *Journal of Business Venturing*.

Hanna, A.A., & Hyde, S.J. (in progress). [The impact of the use of artificial intelligence tools in the classroom on student engagement and learning effectiveness.] Writing phase, Preparing for submission Q3 2025: *Academy of Management Learning and Education*.

Hanna, A.A., Landay, K.M., & Neely, B. (in progress). [Naturalness biases, gender, and emergent leadership.] Writing phase, preparing for submission Q4 2025: *Journal of Applied Psychology*.

Hanna, A.A., & Luthans, K. W. (in progress). [Psychological capital, emergent leadership, and extra-role stressors.] Writing phase, preparing for submission Q4 2025: *The Leadership Quarterly*.

Lee, E.Y., & **Hanna, A.A.** (in progress). [Does agency theory *really* apply to heads of corporate leadership?] Writing and design phases, target: *Academy of Management Review*.

Bartels, A.L., **Hanna, A.A.**, & Garcia, A. (in progress). [Informal external leadership.] Writing and design phases, target: *Academy of Management Journal*.

Badura, K., **Hanna, A.A.**, & Smith, T.A. (in progress). [Emergent leadership: Differences in performance across domains.] Study design phase, target: *Journal of Applied Psychology*.

Refereed Conference Presentations

Hanna, A.A., Landay, K.M., & Neely, B.H. “Natural born leaders? Gender and the role of ability beliefs in leader emergence.” Paper presented for the Organizational Behavior Division at the 85th Annual Conference of the Academy of Management in Copenhagen, Denmark, July 2025.

Hanna, A.A., Williams, L.J., Choi, J., Castille, C., Culpepper, S., Zhang, B., Zhang, S., & Park, Y. “Enhancing model precision: Advanced solutions for common challenges in latent variable modeling.” Symposium presented for the Research Methods Division at the 85th Annual Conference of the Academy of Management in Copenhagen, Denmark, July 2025.

Hanna, A.A., & Neely, B. “Beyond short-term impressions: Construed temporal distance, trustworthiness, and leader emergence.” Paper presented for the Organizational Behavior Division at the 84rd Annual Conference of the Academy of Management in Chicago, IL, August 2024.

Battle, C., Silvera, G., Newbert, S.L., **Hanna, A.A.**, & Huerta, T. “Deciphering the relationships of co-creation: Author, reviewer, and editor roles in peer reviews.” Workshop presented for the

Health Care Management Division at the 84th Annual Conference of the Academy of Management in Chicago, IL, August 2024.

Clayton, E., **Hanna, A.A.**, Smith, A.R., Medaugh, M.R. & Caudill, L. “Innovation in experiential learning: Preparing students for a dynamic work environment.” Symposium presented for the Management Education and Development Division at the 84th Annual Conference of the Academy of Management in Chicago, IL, August 2024.

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., Schurer 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.

Research Grants & Fellowships

2024 Seacrest Family Foundation Teaching Fellowship: Innovative teaching fellowship that supports instructional faculty who propose new projects to conduct research exploring innovation in teaching and its effectiveness. (\$8,000/year; year 2/4).

2023 Seacrest Family Foundation Teaching Fellowship: Innovative teaching fellowship that supports instructional faculty who propose new projects to conduct research exploring innovation in teaching and its effectiveness. (\$8,000/year; year 1/4).

Professional Development

2024 Harvard Business School Case Teaching Certificate: HBS Publishing Education certification seminar held at Harvard Business School, January 12-13, 2024.

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)

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.
- 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.
- 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.
- 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.
- 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.

2018 CARMA Short Course: Advanced SEM I & II, 6-day series instructed by Dr. Robert Vandenberg at Wayne State University, June 2018.

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.

Teaching Interests

Entrepreneurship: *Opportunity identification, entrepreneurial theory, and application*

Organizational Behavior: *leadership, 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: 4.78/5.00
- Instructor of Record, Fall 2023b (150 students) Instructor Rating: 4.68/5.00
- Instructor of Record, Spring 2024a (150 students) Instructor Rating: 4.71/5.00
- Instructor of Record, Spring 2024b (150 students) Instructor Rating: 4.74/5.00
- Instructor of Record, Fall 2024a (175 students) Instructor Rating: 4.53/5.00
- Instructor of Record, Fall 2024b (150 students) Instructor Rating: 4.55/5.00

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: 4.78/5.00

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

- Instructor of Record, Spring 2024 (24 students) Instructor Rating: 4.94/5.00
- Instructor of Record, Spring 2025 (18 students) Instructor Rating: 5.00/5.00

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
- Instructor of Record, Spring 2024a (50 students) Instructor Rating: 4.69/5.00
- Instructor of Record, Spring 2024b (50 students) Instructor Rating: 4.88/5.00
- Instructor of Record, Summer 2024 (40 students)* Instructor Rating: 4.91/5.00
- Instructor of Record, Fall 2024 (41 students) Instructor Rating: 4.81/5.00

Professional Service/Additional

- 2025 Track Chair, Research Methods Division, **Southern Management Association**
Chair-Elect, RMD-CARMA Consortium, **AOM Research Methods Division**
Member, Review Panel, **AOM Management Education Division**
Grant Reviewer, *National Science Foundation, Science of Organizations*
Reviewer, *Group and Organization Management*
Reviewer, *Journal of Organizational Behavior*
Reviewer, *Behavioral Sciences*
- 2024 Session Moderator, **OB Division, Academy of Management**
Head of Volunteer Coordination, **Southern Management Association**
FIRST Program Teaching Fellow, **UNL FIRST Reflective Teaching Program**
Faculty Mentor, **UNL College of Business Ph.D. Teaching Certificate Program**
Reviewer, *Group and Organization Management*
Reviewer, *British Journal of Management*
Reviewer, *Journal of Organizational Behavior*
- 2023 Head of Volunteer Coordination-Elect, **Southern Management Association**
Faculty Mentor, **UNL College of Business Ph.D. Teaching Certificate Program**
Reviewer, *Entrepreneurship Education & Pedagogy Journal*
Reviewer, *Organization Theory*
Reviewer, *Applied Psychology: An International Review*
Reviewer, *Team Performance Management*
Reviewer, *Journal of Business Economics and Management*
Reviewer, *Group and Organization Management*
Search Committee Chair, **PoP search, Department of Management**

- FIRST Program Teaching Fellow, **UNL FIRST Reflective Teaching Program**
 Member, **UNL Executive Vice Chancellor’s Committee for Student Family Housing**
 Faculty Mentor, **NMotion 10-Hour Community Challenge**
- 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*
 Reviewer, *Entrepreneurship Education & Pedagogy Journal*
 Reviewer, *Organization Theory*
 Reviewer, *Applied Psychology: An International Review*
 Reviewer, *Group and Organization Management*
 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**
- 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*
 Reviewer, *Entrepreneurship Education & Pedagogy Journal*
 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**
- 2020 Assistant Instructor, **“Introduction to SEM” CARMA Short Course**, *Asia Region*
 Assistant Instructor, **“Introduction to SEM” CARMA Short Course**, *Tel Aviv University*
 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*
- 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**

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**

Professional Affiliations

Member, Academy of Management (2016 – Present) *Org. Behavior, Research Methods*
Southern Management Association (2017 – Present)
United States Association for Small Business and Entrepreneurship (2017 – 2023)
Global Consortium of Entrepreneurship Centers (2022 – 2024)
American Psychological Association (2022 – Present)

Awards

2025 Academy of Management OB Division Best Paper Award
Academy of Management OB Division Outstanding Reviewer Award

2024 Southern Management Association Distinguished Service Award
UNL College of Business Seacrest Teaching Fellowship
Academy of Management MED Division Best Symposium Award
Academy of Management OB Division Outstanding Reviewer Award

2023 UNL College of Business Excellence in Teaching Award
Academy of Management OB Division Outstanding Reviewer Award
UNL College of Business Seacrest Teaching Fellowship

2022 Finalist, UNL College of Business Excellence in Teaching Award
Academy of Management OB Division Outstanding Reviewer Award
UNL Outstanding Student Organization Award (*Startups UNL*, as Faculty Advisor)

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

2020 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship
Midwest Academy of Management Best Reviewer Award

2019 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship

2018 J.J. and Eleanor Ogle Research Fellowship
Donald F. Othmer Exceptional Scholarship Fellowship

2017 Academy of Management OB Division Outstanding Reviewer Award
J.J. and Eleanor Ogle Research Fellowship

References

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