

Nathan J. Hiller, Ph.D.

Dept. of Global Leadership and Management
 College of Business
 Florida International University
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Current Appointments:

- Associate Professor, Global Leadership and Management Dept.
 Florida International University College of Business Aug 2012 – present
- Executive Director, FIU Center for Leadership Nov 2018 – present
- Ryder Systems Research Professorship May 2020 – present

Previous Appointments at FIU:

- Knight Ridder Center Research Fellow Aug 2012 – Aug 2018
- Academic Director, FIU Center for Leadership Nov 2014 – Nov 2018
- Assistant Professor, Dept. of Management & Int'l Business
 (*department name was changed in 2018 from MIB to GLaM) Aug 2008 – Aug 2012
- Assistant Professor of Psychology (Industrial-Organizational) Jan 2006 – Aug 2008
- Instructor, Department of Psychology Aug 2004 – Dec 2005

Visiting Appointments:

- University of Washington (Seattle), Visiting Scholar
 Foster School of Business Spring 2013
- Cornell University, Visiting Scholar Fall 2012
 Industrial and Labor Relations School, Human Resources Department
- Fundação Getulio Vargas (FGV), Visiting Scholar July 2012
 School of Public and Business Administration - EBAPE
 Rio de Janeiro, Brazil

Education

Ph.D., Industrial-Organizational Psychology (2005)

The Pennsylvania State University (Chair: David Day)

Minor in Strategic Management, Smeal College of Business Administration

M.S., Industrial-Organizational Psychology (2001)

The Pennsylvania State University (Chair: David Day)

B.A.(Honours), Psychology (1998)

University of Calgary, Canada

Spent spring term of 1997 studying fairness in performance appraisal in the South African context, University of Cape Town, South Africa

Peer-Reviewed Publications

* indicates PhD student authors

He, W., Hao, P., Huang, X., Long, L.-R., Hiller, N. J., & Li, S.-L. (2020). Different roles of shared and vertical leadership in promoting team creativity: Cultivating and synthesizing team members' individual creativity. *Personnel Psychology, 73*, 199-225.

*Neely, B. H., Lovelace, J. B., Cowen, A. P., & Hiller, N. J. (2020). Meta-critiques of upper echelons theory: Verdicts and recommendations for future research. *Journal of Management*. <https://doi.org/10.1177/0149206320908640>

Hiller, N. J., Piccolo, R. F., & Zaccaro, S. J. (2019). Economic assumptions and economic context: Implications for the study of leadership. *The Leadership Quarterly*. <https://doi.org/10.1016/j.leaqua.2019.101352>

Hiller, N. J., & Peterson, S. (2019). Assessment and development first requires a deeper understanding of unique categories of senior leaders: A focus on CEOs and C-level executives. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 12*, 211–214.

Hiller, N. J., Sin, H.-P., *Ponnapalli, A. R., & *Ozgen, S. (2019). Benevolence and authority as WEIRDly unfamiliar: A multi-language meta-analysis of paternalistic leadership behaviors from 152 studies. *The Leadership Quarterly, 30*, 165–184.

Maidique, M. A., & Hiller, N. J. (2018). The Mindsets of a Leader. *MIT Sloan Management Review, 59*, 76–81. [Original published research, appearing in print journal]

Crossland, C., *Zyung, J., Hiller, N. J., & Hambrick, D. C. (2014). CEO career variety: Effects on firm-level strategic and social novelty. *Academy of Management Journal, 57*; 652-674.

- Hiller, N. J., DeChurch, L. A., *Murase, T., & *Doty, D. (2011). Searching for outcomes of leadership: A 25-year review. *Journal of Management*, 37, 1137-1177.
- DeChurch, L. A., Hiller, N. J., *Murase, T., & *Doty, D., & Salas, E. (2010). Leadership across levels: Levels of leaders and their levels of impact. *The Leadership Quarterly*, 21, 1069-1085.
- Resick, C. J., *Whitman, D. S., Weingarden, S. M., & Hiller, N. J. (2009). The bright-side and the dark-side of CEO personality: Examining core self-evaluations, narcissism, transformational leadership, and strategic influence. *Journal of Applied Psychology*, 94, 1365-1381.
- Hausknecht, J. P., Hiller, N. J., & Vance, R. J. (2008). Work-unit absenteeism: Effects of satisfaction, commitment, labor market conditions, and time. *Academy of Management Journal*, 51, 1223-1245.
- Mohammed, S., Rizzuto, T., Hiller, N. J., Newman, D. A., & Chen, T. (2008). Individual differences and group negotiation: The role of polychronicity, dominance, and decision-rule. *Negotiation and Conflict Management Research*, 1, 282-307.
- Hiller, N. J., Day, D. V., & Vance, R. J. (2006). Collective enactment of leadership roles and team effectiveness: A field study. *The Leadership Quarterly*, 17, 387-397.
- Hiller, N. J., & Hambrick, D. C. (2005). Conceptualizing executive hubris: The role of (hyper-) core self-evaluations in strategic decision-making. *Strategic Management Journal*, 26, 297-319.
- Day, D.V., Schleicher, D. J., Unckless, A. L., & Hiller, N. J. (2002). Self-monitoring personality at work: A meta-analysis. *Journal of Applied Psychology*, 87, 390-401.
- Hiller, N. J., & Kline, D. W. (2001). Diminished spatial summation contributes to the age deficit in the discrimination of low-contrast vernier oscillation. *Optometry & Vision Science*, 78, 616-622. Publication based on undergraduate Honours thesis.

Books

- Senior Leadership Teams and the Agile Organization*. Zaccaro, S. J., Hiller, N. J., & Klimoski R. (Editors). Book under contract. Scheduled 2022 publication. Part of the Society for Industrial Organizational Psychology *Frontiers Series*, published by Routledge.

Book Chapters

Hiller, N. J. & *Beauchesne, M.-M. (2014). Executive Leadership: CEOs, top management teams, and organizational-level outcomes. In D. Day (Ed.), *Oxford Handbook of Leadership and Organizations*, (p. 556–586). Oxford University Press.

Hiller, N. J., & Day, D. V. (2003). Leader-Member Exchange and teamwork: The challenges and opportunities of diversity. In G. Graen (Ed.), *Dealing with Diversity: LMX, the Series, Vol. 1* (pp. 29-52). Greenwich, CT: Infoage.

In-Progress Manuscripts

(only late stage projects listed)

*Ozgen, S., Hiller, N. J., Fainshmidt, S., & Cullen-Lester, K. That imperfection that discounts you, looks just fine on me! How country-level institutional context and gender shape promotability into the upper echelons. Preparing manuscript for resubmission.

*Horvath, B., *Bong, D., König, A., Hiller, N. J. Providing frames and transmitting (Dis-) confidence: A study of leaders' rhetorical tendencies and team performance in German professional soccer. Preparing manuscript for resubmission.

Refereed Conference Presentations/Panels/Discussant

Hiller, N. J. (2020, April, scheduled). Panel accepted but not presented due to cancellation of conference. Role as panelist in panel titled "*Context matters: Experiences from building leadership programs in high-stake jobs*". Scheduled for the annual meeting of the Society for Industrial/Organizational Psychology, Austin, TX.

Hiller, N. J. (2019, August). *What's in the black box? A dialogue between micro and macro on psychological processes of leaders*. Symposium panelist at the annual meeting of the Academy of Management, Boston, MA.

Hiller, N. J. (2019, August). Presenter at Professional Development Workshop titled "*Leadership meets economics: Opportunities, challenges, and the road ahead*". Workshop at the annual meeting of the Academy of Management, Boston, MA.

Ozgen, S. & Hiller, N. J. (2019, August). *Beliefs about the malleability of one's own leadership*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Hiller, N. J. (2019, April). *Challenges and solutions in selecting and developing junior organizational leaders*. Panelist in panel discussion at the annual meeting of the Society for Industrial/Organizational Psychology, National Harbor, MD.

- Ozgen Novelli, S., Hiller, N. J., & Cullen-Lester, K. (2018, August). *Leader self-views and leadership outcomes: A set-theoretic approach*. Paper presented at the Academy of Management, Chicago, IL.
- Horvath, B., König, A., & Hiller, N. J. (2017, August). *Cognition and confidence: How structural charismatic rhetoric affect team performance*. Paper presented at the Academy of Management Annual Conference, Atlanta, GA.
- Hiller, N. J. (2017, August). Presenter at Professional Development Workshop titled “*Micro-processes in the upper echelons: A dialogue between micro-scholars and macro-scholars*” at the annual meeting of the Academy of Management, Atlanta, GA.
- Ozgen Novelli, S., Ponnappalli, A., Hiller, N. J., & Sin, H.-P. (2017, May). *Measures of paternalistic leadership: A reliability generalization analysis*. Paper presented at the Association for Psychological Science, Boston, MA.
- Newburry, W., Andrews, D., & Hiller, N. J. (2016, December). *Demographic and foreignness influences on leadership reputation in Latin America*. Paper presented at the European International Business Association, Vienna, Austria.
- Beauchesne, M.-M., & Hiller, N. J. (2016, August). *Behavioral correlates of CEO humility and strategic implications*. Paper presented at the Academy of Management Annual Conference, Anaheim, CA.
- Hiller, N. J., & Zaccaro, S. J. (2016, August). *Should our whole team always seek behavioral integration? A contingent coordination approach*. Paper presented at organized symposium at the Academy of Management Annual Conference, Anaheim, CA.
- Ponnappalli, A., Ozgen Novelli, S., Hiller, N. J., & Sin, H.-P. (2016, April). *A meta-analysis of the Chinese triad-model of paternalistic leadership*. Poster presented at the annual meeting of the Society for Industrial/Organizational Psychology, Anaheim, CA.
- Hiller, N. J. (2015, April). Panelist in panel discussion: *Strategic leadership in organizations: Future directions for research and practice*. Panel at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- Hiller, N. J. (2015, April). Session discussant for symposium: *Scientist or leader? Misconceptions, challenges and new considerations*. Symposium presented at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- Beauchesne, M.-M. & Hiller, N. J. (2014, August). *CEO humility: Development of an unobtrusive measure and consequences on firm behaviors*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

- Hiller, N. J., Beauchesne, M.-M., & Whitman, D. A. (2013, August). *CEO personality, demography, and firm-level outcomes: A meta-analysis of upper echelons research*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Wang, Y. M., Yan, K. M., & Hiller, N. J. (2013, August). *Do executive job demands affect newly appointed CEO dismissal?* Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Crossland, C., Zyung, J., & Hiller, N. J. (2012, August). *Toward the development of an unobtrusive measure of CEO openness to experience*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Beauchesne, M.-M., Hiller, N. J., & Whitman, D. S. (2012, April). *Level Matters: The relationship between executive personality and firm-level outcomes*. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.
- Hiller, N. J., Thomas, J. P., & Averhart, V. (2011, August). *CEO strategic perception and financing actions: The effects of narcissism and core self-evaluation*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX. * Paper part of a selected showcase symposium.
- Zyung, J. D., Crossland, C., & Hiller, N. J. (2011, August). *Why do some CEOs prefer dynamism and change: New evidence on executive openness to experience*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Jain, N. K., W. Newburry, Hiller, N. J. (2011, May). *Corporate reputation, psychological contract, and work-related outcomes in the Indian context*. Paper presented at the 15th Annual International Conference on Corporate Reputation, Brand, Identity, and Competitiveness, New Orleans, LA.
- Hiller, N. J. (2011, April). *Understanding the Implications of Modern Organizational Changes for Team Leadership*. Panelist in panel symposium at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- DeChurch, L. A., Hiller, N. J., Murase, T., Doty, D., & Salas, E. (2010, August). *Leadership across levels: A twenty-year review*. Paper presented at the annual meeting of the Academy of Management, Montreal, QC.
- Thams, Y., Kelly, K. J., Hiller, N. J., & Kroeck, K. (2010, June). *Effect of macro-environmental conditions on the internationalization strategies of emerging market multinationals: A managerial discretion perspective*. Paper presented at the Academy of International Business Annual Meeting, Rio de Janeiro, Brazil.

- Doty, D., Seely, P., Murase, T., DeChurch, L. A., & Hiller, N. J. (2010, April). *Leadership and emergence in organizations: A meta-analysis*. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA.
- Murase, T., Hiller, N. J., Doty, D., DeChurch, L. A., & Rohrer, D. (2009, August). *Does leadership matter? Examining the criterion space of 20 years of leadership research*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- DeChurch, L. A., Murase, T., Hiller, N. J., & Kison, S. (2009, August). *The inferential capacity of leadership research: A 20-year review*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Hiller, N. J., Elam, J. J., & Averhart, V. (2008, April). *Engagement and retention of women in organizations through leadership development*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, San Francisco, CA.
- Caleo, S., & Hiller, N. J. (2007, April). *Attractiveness, gender, industry, and individual differences in ascribing leadership potential*. Poster presented at the annual meeting of the Society of Industrial/Organizational Psychology, New York, NY.
- Whitman, D. S., Hiller, N. J., & Castaño, N. (2006, August). *Perceptions of leaders who self-sacrifice: The moderating roles of previous leader style and rater wariness*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. (session chairs - Hiller, N. J., & Resick, C. J.)
- Hiller, N. J., Hausknecht, J. P., Vance, R. J., & Newman, D. A. (2006, May). *Temporal priority in the attitude-behavior relationship: A unit level analysis*. Paper presented at the annual meeting of Society of Industrial/Organizational Psychology, Dallas, TX.
- Whitman, D. S., Resick, C. J., Weingarden, S., & Hiller, N. J. (2006, May). *Personality and transformational leadership among major league baseball organization presidents*. Paper presented at the annual meeting of Society of Industrial/Organizational Psychology, Dallas, TX.
- Mohammed, S., Rizzuto, T., Erickson, K., Hiller, N. J., Newman, D. A., & Chen, T. (2005, April). *Individual differences and group negotiation: The role of polychronicity, dominance, and decision rule*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Los Angeles, CA.
- Hiller, N. J. & Hambrick, D. C. (2004, August). *Inflated executives: The role of core self-evaluations in strategic decision-making*. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Vance, R. J., Hiller, N. J., El-Gindy, M., Hoskins, A. H., & Goodhart, C. (2003, April). *Heavy truck simulators in equipment operator training*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Orlando, FL.

Vance, R. J. & Hiller, N. J. (2003, April). *On Keeping Surveys Relevant in Dynamic Organizations*. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.

Hiller, N. J., Day, D. V., & Vance, R. J. (2003, April). *Understanding and measuring shared leadership in work teams*. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Orlando, FL.

Hiller, N. J. & Vance, R. J. (2001, April). *Linking work unit climates to absenteeism*. Poster session presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Vance, R. J. & Hiller, N. J. (2001, April). *Online organizational development via survey linkage research*. Special Technology Showcase presentation at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Kline, D. & Hiller, N. J. (2000, May). *Spatial summation and temporal resolution in the senescent visual system: An oscillatory motion displacement hyperacuity analysis*. Poster session presented at the annual meeting of the Association of Researchers in Vision and Ophthalmology, Fort Lauderdale, FL.

Hiller, N. J. & Newman, D. A. (1999, March). *Planning organizational transformation through teamwork and decision support*. Paper presented at the annual Industrial/Organizational and Organizational Behavior (IOOB) Conference, Fairfax, VA.

Invited Research Talks/Visits

Hiller, N. (2018, January). *Benevolent Authoritarianism as a Leadership Tactic: A Five-Language Research Review*. Invited talk. Presented at the University at Buffalo School of Business seminar series, Buffalo, NY.

Hiller, N. (2016, October). *Paternalistic leadership: Should we make room for another leadership construct?* Invited talk. Presented at the University of Passau (Germany).

Hiller, N. J., Beauchesne, M.-M., & Whitman, D. A. (2015, February). *Are CEO characteristics related to firm-level outcomes? A meta-analytic review*. Invited talk. Presented at the 1st Annual Arizona State University Macro Meets Micro Conference. Tempe, AZ.

Hiller, N. J. (2014, June). Invited participant at the Thought Forum on Network Leadership and Leadership Networks. Center for Creative Leadership, Greensboro, NC.

Koenig, A., Chatterjee, A., Hiller, N. J., Nadkarni, S. (2014, May). *The influence of Hambrick and Mason on theory and research on CEO personality, motivation, and cognition*. Invited

presentation at Upper Echelons Mini Conference celebrating Don Hambrick. State College, PA.

Hiller, N. J. (2013, March). *The Psychology of Senior Executives: Bridging Leadership and Strategy*. Presentation to the Center for Strategic Leadership. Foster School of Business, University of Washington, Seattle, WA.

Hiller, N. J. (2012, October). Invited visit with faculty and Ph.D. students, University of Binghamton (SUNY) while on sabbatical at Cornell University.

Hiller, N. J. (May, 2010). *Leadership Research Over the Past 20 Years: What Do We Know, What Can We Know, and Where Do We Go?* Invited talk at the American Psychological Society annual conference. Boston, MA.

Hiller, N. J. (March, 2003). *What is shared leadership? Or enacted shared leadership roles and team effectiveness: A field study*. Invited colloquium given to faculty of the Center for Creative Leadership, Greensboro, NC.

Hiller, N. J. (October, 2001). *Ten financial concepts every I/O Psychologist should know*. Colloquium presentation to the I/O Psychology Area, Pennsylvania State University, University Park, PA.

External Funding

Leadership Framework for United States Secret Service, Federal Grant (Intergovernmental Personnel Act) funded by U.S. Secret Service. February 2018 - April 2019. Amount: \$45,043.20. Nathan Hiller, Principal Investigator.

Internal Funding

Corporate Reputation, Psychological Contract, and Work-Related Outcomes in India. Research Grant to N. J. Hiller and W. Newburry from *FIU Center for International Business Education and Research*. Funded 2011 (\$3,000).

Centers for International Business Education and Research (CIBER) faculty trip to Southern Africa – Zambia, Zimbabwe, Botswana, and South Africa. May, 2009. Sponsored by FIU Center for International Business Education and Research (CIBER).

Executive decision-making and the Big 5 personality dimensions. Summer Research Grant to N. J. Hiller from the *FIU Center for Leadership*. Grant to complete research for article and workshop. Funded June – August, 2009 (\$9,280).

The attractiveness bias in evaluation of potential leaders: Industry, gender, and personal threat. Summer Research Grant to N. J. Hiller from the *FIU Center for Leadership*. Funded June – August, 2007 (\$15,200).

Assessing Leadership Competency Gaps. Tool development for *FIU Center for Leadership*. Product will enable organizations to determine specific leadership competencies critical for organizational success. Grant to N. J. Hiller, funded May – June, 2006 (\$12,500).

Enhancing and changing functional and dysfunctional ideas about leadership. Empirical research project. Grant to N. J. Hiller, funded by *FIU Center for Leadership*, May – June, 2006 (\$11,500).

Crawford Family Dissertation Fellowship for 2003-2004 academic year, Penn State University.

Technical Reports and Trade/Other Publications

Hiller, N. J. (2018). *Leadership in Hidden Figures*. Case based on movie Hidden Figures. Published by FIU Center for Leadership.

Hiller, N. J., Ozgen, S., Ponnappalli, A. R. (2015). *The Updated Leadership Competency Builder: Project Report and Tool*. Technical report and measure development tool to assess leadership competencies.

Vance, R. J., Renz, M. S., Hiller, N. J., Hausknecht, J. P., Hood, M. M., Bankert, L. I., Harder, B. T., & Ram, N. (2010, August). *Improving mature driver safety: Task 6, final report with recommendations*. Submitted to the Pennsylvania Department of Transportation.

Hausknecht, J., Hiller, N. J., & Vance, R. J. (2008, July). *ILR Impact Brief – Deconstructing absenteeism: Satisfaction, commitment, and unemployment*. Published by Cornell University, ILR School.

Cronin, B. E. & Hiller, N. J. (2006, August). *Leadership organizations: Seeing the forest from the trees*. *Corrections Today Magazine*.

Vance, R. J., El-Gindy, M., Hoskins, A., & Hiller, N. J. (2004). *Accident mitigation at PENNDOT*. Technical report submitted to the Pennsylvania Department of Transportation.

Vance, R. J., El-Gindy, M., Hoskins, A., & Hiller, N. J. (2003). *Evaluating training effectiveness of heavy-truck drivers using advanced simulator technology*. Technical report submitted to the Pennsylvania Department of Transportation.

Doctoral Dissertation Committees

Chair

Sibel Ozgen (current) – Global Leadership and Management

Marie Beauchesne (2014) – Mgmt & International Business

Committee Member

Ajay Ponnappalli (current) – Global Leadership and Management (GLaM)

Chen Wang (current) – GLaM

Shawn Benaine (current) – Public Administration

Heath Gregg (current) – University of Miami, Business

Jenn Crenshaw (current) – Georgia State University (DBA program)

Cynthia Halliday (completed 2019) – GLaM

Yuanmei “Elly” Qu (completed 2017) – University of Miami, Business

Archana Manapragada (completed 2017) – I/O Psychology

Jason Steinert (completed 2015) – I/O Psychology

Yannick Thams (completed 2013) – Mgmt & International Business

Keith Kelley (completed 2013) – Mgmt & International Business

Patricio Mori (completed 2013) – Mgmt & International Business

Dina Zaher (completed 2012) – Mgmt & International Business

Omar Riaz (completed 2011) – Educational Leadership

Abraham Soleimani (completed 2011) – Mgmt & International Business

Paul Gregory (completed 2009) – I/O Psychology

Kenneth Randall (completed 2008) – I/O Psychology

Michael Woodward (completed 2008) – I/O Psychology

Daniel Whitman (completed 2007) – I/O Psychology

Undergraduate and Graduate Teaching

(overall student rating of course presented; 5-point scale)

- MAN 6327 - High Performance Human Resource Management – Organizational Behavior. Course part of cohorted Master of Science in HR Program: Online. (Summer 2013, Summer 2014, Summer 2015, Summer 2016, Summer 2017, Spring 2018, Summer 2019, Summer 2020) – 4.5*, 4.4, 4.7, 4.7*, 4.5*, 4.6, 4.8*, 4.6
 - Voted Best Professor and/or Best Course in Online MSHRM program by cohorts marked with with *. Awards now titled “Course Excellence and/or Faculty Excellence”.
- MAN 6327 - High Performance Human Resource Management – Organizational Behavior. Course part of cohorted Master of Science in HR Program: Face-to-Face (Summer 2012, Summer 2013, Summer 2014, Summer 2015) – 4.1, 4.0*, 3.9, 4.8*

- Voted Best Professor and/or Best Course in Online MSHRM program by cohorts marked with with *
- MAN 4151: Undergraduate *Organizational Behavior* (Fall 2008, Spring 2009, Fall 2013, Fall 2014) – 4.2, 4.4, 4.9, 5.0 out of 5.0
- MAN 6167: MBA *Leadership in the Global Context* (Panama and Evening MBA Fall 2009, Fall 2010, Spring 2012, Fall 2013) – 4.8, 4.8, 4.7, 4.3, 4.6
- MAN 4164: Undergraduate *Leadership* (Spring 2009, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2013) – 4.8, 4.8, 4.9, 4.5, 4.7, 4.6, 4.6
- MAN 7910: PhD Seminar *Advanced Research Methods* (Spring 2010) – 4.3
- MAN 7275: PhD Seminar *Organizational Behavior* (Fall 2009, Spring 2011) – 4.3, 4.6
- MAN 6209: MBA *Organizational Design and Behavior* (Fall 2008) – 4.8
- Undergraduate *Organizational Psychology* (Spring 2006, Spring 2007) - 4.6, 4.7
- Undergraduate *Research Methods* in Psychology (Fall, 2006) - 4.5
- Graduate *Proseminar in Industrial Psychology* (Fall 2004, Fall 2005, Fall 2006) - 4.7, 4.7, 4.3
- Graduate *Proseminar in Organizational Psychology* (Spring 2006, Spring 2007) - 4.7, 4.6
- Undergraduate *Senior Lab in Organizational Psychology* (Spring 2005) - 4.4
- Undergraduate *Leadership in Work Settings*. Taught at Penn State (Spring 2002) - 6.0 / 7.0

Departmental, College, and University Service

- FIU Center for Leadership; Academic Director (2014-2018) and Executive Director (2018-present). Center is state-chartered, University-wide Center (not housed in a College, and reporting to both VP Research and Provost), with a mandate to be self-sustaining.
 - Set strategic direction of the Center. Manage internal and external constituents. Oversee budget of 1.2 to 1.6 million USD per year. From 2014-2018, these tasks were shared with my co-director of the Center, Mayra Beers.
 - Oversee strategy, content, design, and delivery of up to 9 different multi-day externally focused leadership development programs (both custom and open-enrollment) per year, for leaders at different levels across various industries. Develop new open-enrollment programs as market allows. Additionally, develop and plan for shorter custom sessions/content for client organizations.
 - Faculty lead/chair (front-facing) for mid- to senior-level open-enrollment programs: The High Impact Leadership program, The Senior Executive Leader program, The Leadership Accelerator program. Founding faculty chair of each of these open-enrollment programs.
 - Designer and faculty lead of leadership development programming for senior university leaders (deans, SVP, VP, some chairs) at FIU. Central program is a 3-day

- intensive (**leadFIU**) session for 11-15 leaders every year/second year. In off-years, plan and host full-day summits/programs for alumni.
- Manage and meet with clients and prospect for new clients. Existing/previous clients include: Visa, State Farm Insurance, UPS, Ryder, Baxter, Daikin Applied USA, Baptist Health South Florida, US Southern Command, Federal Reserve Bank, Centers for Disease Control and dozens of others. Individuals have come from 19 different countries to attend Center programs.
 - Manage dues-paying (5k per year) advisory board of 14 senior leaders from the external community.
 - Identify, mentor, and onboard new session faculty for expanding programs.
 - Develop and oversee development of new products and assessments for Center.
 - Write 'translational' content and communicate ideas for newsletter and emails to database of 80,000.
 - Host 4 large-event free leadership lectures per year (~1800-2200 attendees per year from university and external community). Past lectures by well-known academics and leaders from Marty Seligman (UPenn), Herminia Ibarra (London Business School), to Dave Evans (EA Games, Stanford), Adam Goldstein (Royal Caribbean). Co-manage corporate sponsor of lectures.
 - Plan, host, and chair annual leadership research colloquium each April.
 - Chair Alvah Chapman Jr. Outstanding Dissertation Award committee (founded by the FIU Center for Leadership and co-sponsored by the *Network of Leadership Scholars* of the Academy of Management).
 - Maintained overall program evaluations from participants above 4.5/5.0 for 95% of all programs delivered.
- Departmental representative on College of Business Faculty Council (2018 – present)
 - Co-planner of Dean's College of Business Strategic Retreat (March 2019)
 - Presentation/workshop to visiting leaders from the Young African Leaders Initiative, FIU cohort of Mandela Washington Fellows. Federal program funded by US Department of State (2018, 2017, 2016)
 - Actuate Next Horizon Capital Campaign Steering Committee, FIU Office of Advancement (2015-2017)
 - Ph.D. Program co-ordinator for GLaM department (2013-2014)
 - Faculty Advisory Board – FIU Center for Leadership (2008 – 2014)
 - Delivery of team decision-making simulation module during College of Business Administrative Council Retreat (June, 2012)
 - Hiring Committee for 6 Management & International Business positions (2009-2013)

- Management and International Business Undergraduate Internship committee (Spring 2010, 2011)
- PhD Program admissions committee (2009, 2011, 2013, 2014)
- PhD Program Comprehensive Exam committee (2010, 2011, 2012)
- HR Exit Exam committee (Fall 2008, Spring 2009)
- College of Business Administration Alumni Circle Board Meeting Facilitation (March 2008)
- PhD and MS program admissions committee, Industrial/Organizational Psychology (2004-2008)
- Invited lecture to PRIME minority academic mentorship program for high potential undergraduate Psychology majors, Florida International University (May 2006, 2007)
- Master's comprehensive exam design and evaluation committee (2004-2008)
- Research Affiliate of the FIU Honors College (2005-2008)
- Faculty Search Committee, Industrial/Organizational Psychology (2007)
- Course coordinator for undergraduate Research Methods: PSY 3213 (2005-2006)
- Invited lecture to Psi Chi undergraduate psychology student organization, Florida International University (Sept. 2004)

Professional Service

Editorial Boards

Editorial Board Member, *The Leadership Quarterly* (2013 – present)

Editorial Board Member, *Journal of Leadership and Organizational Studies* (2019 – present)

Contributing Editor, *Journal of Applied Psychology* (2012 – 2018)

Reviewing

- Ad-hoc reviewer (in order of review frequency) for: *Academy of Management Journal*, *Journal of Management*, *Personnel Psychology*, *Strategic Management Journal*. Also, *Administrative Science Quarterly*, *Human Relations*, *Organizational Behavior and Human Decision Processes*, and *MIT Sloan Management Review*
- Strategic Management Society annual conference: 2019
- Academy of Management annual conference program committee reviewer: 2017, 2015, 2014, 2012, 2011, 2009, 2007, 2006
- SIOP national conference program committee reviewer: 2011, 2010, 2009, 2006, 2005
- European Association of Management annual conference program reviewer: 2008

Award Committees

- Founding and current Committee Chair for Alvah Chapman Jr. Outstanding Dissertation Award presented by the FIU Center for Leadership and co-sponsored by the Academy of Management Network of Leadership Scholars. Presented annually at AOM conference in August. Committee chair 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020.
- Reviewer/Committee member for the 2019 AOM Best Practitioner Paper Award: 2020
- SIOP William Owens Scholarly Achievement Award Committee member for “Best Published Scholarly Paper” in the field of Industrial/Organizational Psychology: 2010

Doctoral Consortia Panelist/Presentations

- Invited panelist for doctoral consortium workshop at the annual conference of the Academy of Management annual conference, Organizational Behavior division: 2019, 2018, 2017, 2016, 2015
- Invited panelist for Research Roundtables/Research Networking Forum for the Organizational Behavior division of Academy of Management annual conference: 2018, 2016, 2015, 2014, 2013, 2012
- Invited presenter (Org. Behavior Division of Academy of Management) at the New Doctoral Student Consortium: 2012
- Invited presenter at doctoral consortium at the Society for I/O Psychology annual conference: 2012
- Invited presenter at the HR Division (Academy of Management) doctoral consortium: 2012, 2011

Community Engagement/Presentations

Amplify your leadership with a whisper. Keynote address presented at the Dade Association of School Administrators summer institute, Naples, FL. July 2019

The Science of developing leadership. Presentation to the Latin American Personnel Association. Coral Gables, FL. April 2019

Leveraging networks for impact. Professional presentation/workshop presented to Coral Gables Chamber of Commerce, Small Business Division. Coral Gables, FL. April 2019

Amplify your leadership with a whisper. Keynote address presented at the LEAD 2017 Conference, Nashville, TN. March 2017

Why should anyone buy into your leadership? Professional presentation/workshop at the Society for General Internal Medicine annual conference, Hollywood, FL. July 2016

Other Community Service

- Bayside Community Association board member (2014 – 2017).
- Cycle for Survival fundraiser to benefit Memorial Sloan Kettering cancer research (2014, 2015).
- Little Haiti Cultural Center “Shine in ‘09” Fundraising Event Co-Chair (2009).
- Certified Interview Panel Member for City of Miami (2007-2009).
- Evaluation of consulting contract bids for City of Miami Police Department selection monitoring program (2007).

Awards

Received 8 Best Course/Best Professor awards for teaching in the Master of Science in Human Resource Management Program. Currently named “Faculty Excellence”, “Course Excellence” awards.

Kenneth E. Clark Leadership Research Award, sponsored by the Center for Creative Leadership (2002).

Select Executive and Professional Education Teaching

(through Office of EPE, College of Business)

Novartis

Hewlett Packard (HP)

Beckman Coulter (medical diagnostic)

Norwegian Cruise Line

Telefonica USA

Professional Development

- Master Teaching Workshop. Presented by Harvey Brightman (Fall 2010 and Spring 2011).

Professional Affiliations

- Academy of Management

- Society for Industrial/Organizational Psychology
- American Psychological Association