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University of Oklahoma  
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**EDUCATION**

Ph.D. 1995, George Mason University, Industrial/Organizational Psychology  
M.A. 1992, George Mason University, Psychology  
B.A. 1989, Loyola College, Psychology

**EMPLOYEMENT HISTORY**

University of Oklahoma	George Lynn Cross Research Professor	04/12/2023 to present
University of Oklahoma	Director, Institute for Community and Society Transformation (ICAST)	10/01/21 to present
University of Oklahoma	Professor of Psychology	05/14 to present
University of Oklahoma	Associate Professor of Psychology	05/07 to 05/14
University of Oklahoma	Founding Board Member, Associate Director Center for Applied Social Research	05/05 to present
University of Oklahoma	Assistant Professor of Psychology	05/01 to 05/07
University of Oklahoma	Research Professor of Psychology	09/99 to 05/01
American Institutes for Research	Research Scientist, Project Director	05/97 to 09/99
American Institutes for Research	Associate Research Scientist	04/96 to 05/97
Federal Bureau of Investigation	Personnel Psychologist	02/95 to 04/96
Integrated Personnel Systems, Inc.	Research Associate, Consultant	01/94 to 12/94
George Mason University	Instructor, Social Psychology	01/94 to 05/94
George Mason University & Management Research Institutes	Research Assistant	09/89-12/94

## **RESEARCH INTERESTS**

Leadership skills, processes, and leader development; emotions in the workplace, leader and follower emotions, emotion regulation and leadership processes, attitudes and performance; ideological communication strategies and outcomes; extremist ideological groups and online communication; research ethics; emotions and ethical decision making; ethics training; social media and ethics; misinformation, vaccine hesitancy, and vaccine messaging; technology use during COVID-19

## **TEACHING INTERESTS**

Leadership Research, Theories, and Practice, Survey of Organizational Psychology, Work Motivation, Techniques in Industrial and Organizational Psychology, Organizational Behavior, Responsible Conduct of Research, Research Ethics, Introduction to Industrial and Organizational Psychology, Psychobiology of Emotion, Psychology and Ideological Groups, Emotions in the Workplace

## **PROFESSIONAL AFFILIATIONS**

American Psychological Association (APA)  
APA Division 5 – Evaluation, Measurement, and Statistics  
APA Division 14 – Society for Industrial and Organizational Psychology (SIOP), Fellow  
Association of Psychological Science (APS), Fellow  
Academy of Management (AOM)  
Senior Consortium Research Fellow, US Army Research Institute

## **REVIEWING ACTIVITIES & EXTERNAL SERVICE**

Associate Editor: Human Performance (2015-present)

Editorial boards:

Leadership Quarterly (2007-present)  
Human Performance (2010-present)  
Frontiers in Psychology: Organizational Psychology (2014-present)  
Journal of Business and Psychology (2018-present)  
Psychology of Leaders and Leadership (2023-present)

Ad hoc reviewer for:

Academy of Management Review  
Academy of Management Learning and Education  
Journal of Organizational Behavior  
Journal of Occupational and Organizational Psychology  
Journal of Business Ethics  
Journal of Military Psychology  
Journal of Personality Assessment  
Journal of Applied Social Psychology  
Creativity Research Journal  
European Journal of Work and Organizational Psychology  
Human Relations  
Lawrence Erlbaum Books  
Society for Industrial and Organizational Psychology Annual Conference  
Emonet conference  
Academy of Management Annual Meetings

Human Performance Advisory Board Member

Promotion and Tenure evaluation letters

Letters of support for faculty nominated for awards

## HONORS/AWARDS

1994 George Mason University Fellowship  
1996 Center for Creative Leadership Award for Best Leadership Article  
2000 Guest Editor for Leadership Quarterly  
2001 Invited Paper – Bernard Bass Festschrift  
2004 Best Paper Nominee, Leadership Quarterly  
2006 Top SIOP poster  
2007 The Leadership Quarterly “Seshe” outstanding reviewer award  
2009 Top SIOP poster  
2011 Editor’s choice article in *Ethics and Behavior*  
2012 Invited speaker – 21<sup>st</sup> Kravis-de-Roulet Leadership Conference  
2015 Keynote speaker – Annual meeting of the Consortium for Research on Emotional Intelligence  
2015 Guest Co-editor of *Leadership Quarterly Special Issue on Leadership and Emotions*  
2016 Keynote speaker – Bass Distinguished Speaker Series  
2017 Fellow – Society for Industrial Organizational Psychology (SIOP)  
2017 Fellow – Association for Psychological Science (APS)  
2018 Regents’ Award for Superior Research and Creative Activity (\$10K)  
University of Oklahoma  
2019 Emerald Literati Award - Research in Personnel and Human Resources Management  
Outstanding Author Contribution  
2020-2022 Guest Co-editor of *Leadership Quarterly Series on Replicating Leadership Studies*  
2021 OU VPRP Award for Excellence in Research in the Social Sciences (\$10K)  
2022 OU Student Government Association Outstanding Faculty Member for 2022  
2023 George Lynn Cross Research Professorship

## PUBLICATIONS

### Leadership and Emotions in the Workplace

Carsten, M., Clapp-Smith, R., Haslam, S. A., Bastardoz, N., Gooty, J., Connelly, S., & Spain, S. (2023). Doing better leadership science via replications and registered reports. *The Leadership Quarterly*, 101712.

Khademorezaian, K., Kosmopoulou, G., Connelly, S., Fichtel, M., Gujar, Y., & Sun, H. (2023). Technology use, work adaptation and economic vulnerability during COVID-19. *Southern Economic Journal*.

Connelly, S. & Demirag Burak, E. G. (2022). Leadership, Creativity, and Emotions. In Z. Ivcevic, J. D. Hoffmann, & J. C. Kaufman (Eds.), *Cambridge Handbook of Creativity and Emotions*, Cambridge University Press, Cambridge, UK.

Strasbaugh, K., & Connelly, S. (2021). The influence of anger and anxiety on idea generation: Taking a closer look at integral and incidental emotion effects. *Psychology of Aesthetics, Creativity, and the Arts*.

Cao, S., MacLaren, N.G., Cao, Y., Marshall, J., Dong, Y., Yammarino, F. J., Dionne, S., Mumford, M.D., Connelly, S., Martin, R., *et al.* (2022). Group size and group performance in small collaborative team settings: An agent-based simulation model of collaborative decision-making dynamics. *Complexity, Volume 2022*, Article ID 8265

- Maclaren, N., Yammarino, F. J., Dionne, S. D., Sayama, H., Mumford, M. D., Connelly, S., Martin, R., Mulhearn, T., Todd, E., Kulkami, A., Cao, Y., & Ruark, G. A. (2020). Speaking time and leader emergence in initially leaderless groups: A test of competing theories. *The Leadership Quarterly*, *31*, 101-409.
- Cao, S., MacLaren, N.G., Cao, Y., Dong, Y., Sayama, H., Yammarino, F.J., Dionne, S.D., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T.R., England, S., & Ruark, G.A. (2020). An agent-based model of leader emergence and leadership perception in a collective. *Complexity*, *Volume 2020*, Article ID 6857891
- Dong, Y., MacLaren, N. G., Cao, Y., Yammarino, F. J., Dionne, S. D., Mumford, M. D., Connelly, S., Sayama, H.,... & Ruark, G. A. (2021). Utterance clustering using stereo audio channels. *Computational Intelligence and Neuroscience*. 2021, 861-878.
- Torrence, B., & Connelly, S. (2019). Emotion Regulation Tendencies and Leadership Performance: An Examination of Cognitive and Behavioral Regulation Strategies. *Frontiers in Psychology*, *10*, Article 1486.
- Bagdasarov, Z., Connelly, S., & Johnson, J. F. (2019). Denial and empathy: Partners in employee trust repair?. *Frontiers in Psychology*, *10*, Article 19.
- Connelly, S., & Torrence, B. S. (2018). The relevance of discrete emotional experiences for human resource management: Connecting positive and negative emotions to HRM. In M. R. Buckley, A. R. Wheeler, and J. R. B. Halbesleben (Eds.) *Research in Personnel and Human Resources Management* (pp. 1-49). Emerald Publishing Limited.
- Connelly, S., & Turner, M. R. (2018). Functional and dysfunctional fear and work: Dual perspectives. In D. Lindebaum, D. Geddes, and P. J. Jordan (Eds.), *The Social Function of Emotion and Talking about Emotion at Work* (pp. 127-153). Cheltenham, UK: Edward Elgar Publishing.
- Thiel, C. E., Griffith, J. A., Hardy III, J. H., Peterson, D. R., & Connelly, S. (2018). Let's Look at This Another Way: How Supervisors Can Help Subordinates Manage the Threat of Relationship Conflict. *Journal of Leadership & Organizational Studies*, *25*, 368-380.
- Connelly, S., & Zaccaro, S. J. (2017). Leadership and creative capacity in military contexts. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity* pp. (401-418). London, England: Edward Elgar Publishing Limited.
- Johnson, J. F., & Connelly, S. (2016). Moral disengagement and ethical decision-making: The moderating role of trait guilt and shame. *Journal of Personnel Psychology*, *1-6*.
- Mulhearn, T., McIntosh, T., Gibson, C., Mumford, M., Yammarino, F. J., Connelly, S., Day, E. A., Vessey, B. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *Acta Astronautica*, *129*, 466-476.
- McIntosh, T., Mulhearn, T., Gibson, C., Mumford, M., Yammarino, F. J., Connelly, S., Day, E. A., Vessey, W. B. (2016). Planning for long-duration space exploration: Interviews with NASA subject matter experts. *Acta Astronautica*, *129*, 477-487.

- Connelly, S., & Gooty, J. (2015). Leading with emotion: An overview of the special issue on leadership and emotions. *The Leadership Quarterly*, 26, 485-488.
- Griffith, J., Connelly, S., Thiel, C., & Johnson, J. (2015). How outstanding leaders lead with affect: An examination of charismatic, ideological, and pragmatic leaders. *The Leadership Quarterly*, 26, 502-517.
- Zaccaro, S. J., Connelly, S., Repchick, K. M., Daza, A. I., Young, M. C., Kilcullen, R., Gilrane, V. L., Robbins, J., Bartholomew, L. N. (2015). The influence of higher order cognitive capacities on leader organizational continuance and retention: The mediating role of developmental experiences. *The Leadership Quarterly*, 26, 342-358.
- Connelly, S., & Johnson, G. (2015). Emotion and planning in organizations. In M. Mumford & M. Frese (Eds.), *The Psychology of Planning in Organizations: Research and Applications*, (pp. 105-122) NY: Routledge, Taylor & Francis Group.
- Yammarino, F. J., Mumford, M. D., Connelly, M. S., Day, E. A., Gibson, C., McIntosh, T., & Mulhearn, T. (2015). Leadership Models for Team Dynamics and Cohesion: The Mars Mission. In *Team Cohesion: Advances in Psychological Theory, Methods and Practice* (pp. 213-245). Emerald Group Publishing Limited.
- Davis, J., Griffith, J. A., Thiel, C. E., & Connelly, S. (2015). Development and validation of a measure for emotion regulation at work: Introducing the Workplace Emotion Regulation Preference Inventory (WERPI). *Personality and Individual Differences*, 85, 245-250.
- Thiel, C., Griffith, J., & Connelly, S. (2015). Leader-Follower Interpersonal Emotion Management Managing Stress by Person-Focused and Emotion-Focused Emotion Management. *Journal of Leadership & Organizational Studies*, 22(1), 5-20.
- Thiel, C. E., Hill, J., Griffith, J. A., & Connelly, S. (2014). Political tactics as affective events: Implications for individual perception and attitude. *European Journal of Work and Organizational Psychology*, 23(3), 419-434.
- Johnson, G., & Connelly, S. (2014). Negative emotions in informal feedback: The benefits of disappointment and drawbacks of anger. *Human Relations*, 67(10), 1265-1290.
- Griffith, J. A., Connelly, S., & Thiel, C. E. (2014). Emotion regulation and intragroup conflict: when more distracted minds prevail. *International Journal of Conflict Management*, 25(2), 148-170.
- Connelly, S. (2013). Updates on Emotions in Transformational and Charismatic Leadership Research. In F. J. Yammarino and B. J. Avolio (Eds.), *10<sup>th</sup> Anniversary Edition of Transformational and Charismatic Leadership: The Road Ahead*. New York: Elsevier Science.
- Connelly, S., Friedrich, T., Vessey, W. B., Klabzuba, A., Day, E. A., & Ruark, G. (2014). A conceptual framework for emotion management in leadership contexts. In R. Riggio and S. Tan (Eds.), *Leader Interpersonal and Influence Skills: The Soft Skills of Leadership* (pp. 101-138). Mahwah, NJ: Lawrence Erlbaum Associates.
- Kligyte, V., Connelly, S., Thiel, C., & Devenport, L. (2013). The Influence of Anger, Fear, and Emotion Regulation Strategies on Ethical Decision-Making. *Human Performance*, 26, 297-326.

- Bagdasarov, Z., & Connelly, S. (2013). Emotional Labor among Healthcare Professionals: The Effects are Undeniable. *Narrative Inquiry in Bioethics*, 3, 125-129.
- Thiel, C., & Connelly, S. (2012). Leadership and emotion for complex tasks: Different emotions, different strategies. *The Leadership Quarterly*, 23, 517-533.
- Thiel, C. E., Connelly, S., & Griffith, J. A. (2011). The influence of anger on ethical decision-making: A comparison of primary and secondary appraisal. *Ethics and Behavior*, 21, 380-403.
- Griffith, J.A., Connelly, S., & Thiel, C. E. (2011). Leader deception influences on leader-member exchange and subordinate organizational commitment. *Journal of Leadership and Organizational Studies*, 18, 508-521.
- Angie, A. D., Connelly, S., Waples, E. P., & Kligyte, V. (2011). Influence of Emotions on Judgment and Decision Making: A Meta-Analysis. *Emotion & Cognition*, 25, 1393-1422.
- Gooty, J., Connelly, S., Griffith, J., & Gupta, A. (2010). Leadership, affect and emotions: A state of the science review. *Leadership Quarterly*, 21, 979-1004.
- Connelly, S., & Ruark, G. (2010). Leadership style and activating potential as moderators of the relationship between leader emotional valence and outcomes. *Leadership Quarterly*, 21, 745-764.
- Yammarino, F. J., Mumford, M. D., Connelly, M. S., & Dionne, S. D. (2010). Leadership and team dynamics for dangerous contexts. *Journal of Military Psychology*, 22(1), 15-41.
- Waples, E., & Connelly, S. (2008). Leader emotions and follower commitment to a vision. In R. H. Humphrey, C. A. Schreishem, and L. L. Neider (Eds.), *Affect and emotion: New directions in management theory and research*. Charlotte, NC: Information Age Publishing.
- Connelly, S., Allen, M., & Waples, E. P. (2007). The impact of content and structure on a case-based approach to developing leadership. *International Journal of Learning and Change*, 2, 218-249.
- Mumford, M.D., Connelly, M. S., Scott, G., Espejo, J., Sohl, L., Hunter, S., & Bedell, K. E. (2005). Career experiences and scientific performance: A study of social, physical, life, and health sciences. *Creativity Research Journal*, 17, 105-129.
- Gaddis, B., Connelly, S., & Mumford, M. D. (2004). Failure feedback as an affective event: Influences of leader affect on subordinate attitudes and performance. *The Leadership Quarterly*, 15, 663-686.
- Connelly, S., Helton-Fauth, W. & Mumford, M. D. (2004). A managerial in-basket study of the impact of trait emotions on ethical choice. *Journal of Business Ethics*, 51, 245-267.
- Mumford, M.D., Connelly, S., Gaddis, B. (2003). How creative leaders think: Experimental findings and cases. *The Leadership Quarterly*, 14, 411-432.
- Connelly, S., Gaddis, B., & Helton-Fauth, W. (2002). A closer look at the role of emotions in transformational and charismatic leadership. In B. J. Avolio and F. J. Yammarino (Eds.), *Transformational and charismatic leadership: The road ahead* (pp. 255-283). New York: Elsevier Science.

- Connelly, M. S., Zaccaro, S. J., Gilbert, J. A., Marks, M. A., Threlfall, K. V., & Mumford, M. D. (2000). Predicting organizational leadership: The impact of problem solving skills, social judgment skills, and knowledge. *The Leadership Quarterly*, 11 (1), 65-86.
- Mumford, M. D., Marks, M. A., Zaccaro, S. J., Connelly, M. S., & Reiter-Palmon, R. (2000). Development of leadership skills: Experience and timing. *The Leadership Quarterly*, 11(1), 87-114.
- Mumford, M. D., Zaccaro, S. J., Connelly, M. S., & Marks, M. A. (2000). Leadership skills: Conclusions and future directions. *The Leadership Quarterly*, 11(1), 155-170.
- Zaccaro, S. J., Mumford, M. D., Connelly, M. S., Marks, M. A., & Gilbert, J. A. (2000). Leader skill assessment: Measures and methods. *The Leadership Quarterly*, 11(1), 37-64.
- Mumford, M. D., & Connelly, M. S. (1999). Leadership. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity* (pp.139-145). San Diego, CA: Academic Press.

### **Ideological Extremism and Online Communication**

- Sikhondze, B., Mery, M., Patel, D., Lopez, A. B., Jensen, M., Connelly, S. Miranda, S. M. (2022). Automated Identification of Moral Disengagement Tactics in Online Rhetoric from Violent Ideological Groups. Report of the HICSS-56 Credibility Assessment and Screening Technologies Symposium.
- Miranda, S. M., Sikhondze, B. L., Jensen, M., Mery, M., Patel, D., & Connelly, S. (2021). Robust Action in Cross-Platform Communication by Ideological Groups: The Dark Side of Digital Activism. *Proceedings of the Americas Conference on Information Systems*
- Ness, A., Johnson, G., Ault, M. K., Taylor, W. D., Griffith, J., Connelly, S., Dunbar, N. E., & Jensen, M. (2017). Reactions to ideological websites: The impact of emotional appeals, credibility, and pre-existing attitudes. *Computers in Human Behavior*, 72, 496-511.
- Ault, M. K., Ness, A. M., Taylor, W. D., Johnson, G., Connelly, M. S., Jensen, M. L., & Dunbar, N. E. (2017). Ideological lens matters: Credibility heuristics, pre-existing attitudes, and reactions to messages on ideological websites. *Computers in Human Behavior*, 68(3), 315-325.
- Hughes, M. G., Beechly, L., Griffith, J. A., Zeni, T. A., Byrne, C., Shipman, A., Nei, D. S., Connelly, S. and Mumford, M. D. (2016). Examining online communication: A method for the quantitative analysis of qualitative data. In M. L. Baran and J. E. Jones (Eds.), *Mixed Methods Research for Improved Scientific Study* (pp. 213-235). Hershey, PA: IGI Global.
- Connelly, S., Dunbar, N. E., Jensen, M. L., Griffith, J. A., Taylor, W. D., Johnson, G., Hughes, M. G. & Mumford, M. D. (2015). Social categorization, moral disengagement, and credibility of ideological group websites. *Journal of Media Psychology*, 27, 35-50.
- Taylor, W. D., Johnson, G., Ault, M. K., Griffith, J., Rozzell, B., Connelly, S., Jensen, M., Dunbar, N., Ness, A. (2015). Ideological Group Persuasion: A Within-Person Study of How Violence, Interactivity, and Credibility features Influence Online Persuasion. *Computers in Human Behavior*, 51, 448-460.

- Dunbar, N., Connelly, S., Jensen, M., Adame, B., Rozzell, B., Griffith, J., & O'Hair, D. (2014). Fear appeals, message processing cues, and credibility in the websites of violent, ideological, and non-ideological groups. *Journal of Computer-mediated Communication, 19*, 871-889.
- Jensen, M. L., Dunbar, N. E., Connelly, S., Hughes, M. G., Taylor, W. D., Adame, B. J., & Rozzell, B. L. (2014). Organizational balancing of website interactivity and control: A comparison of violent, ideological, and non-ideological group websites. *Computers in Human Behavior, 38*, pp. 43-54.
- Johnson, G., Taylor, W. D., Ness, A. M., Ault, M. K., Dunbar, N. E., Jensen, M. L., & Connelly, S. (2014). Credibility and interactivity: Persuasive components of ideological group websites. *Persuasive Technology: Lecture Notes in Computer Science, 8462*, 143-154.
- Hughes, M. G., Griffith, J. A., Zeni, T. A., Arsenault, M. L., Cooper, O. D., Johnson, G., Hardy, J., Connelly, S., & Mumford, M. D. (2014). Discrediting in a Message Board Forum: The Effects of Social Support and Attacks on Expertise and Trustworthiness. *Journal of Computer-Mediated Communication, 19*(3), 325-341.
- Byrne, C. L., Nei, D. S., Barrett, J. B., Hughes, M., Davis, J. L., Griffith, J., Harkrider, L., Hester, K., Robledo, I., Angie, A. D., Connelly, M. S., O'Hair, H. D., & Mumford, M. D. (2013). Online ideology: A comparison of website communication and media use. *Journal of Computer Mediated Communication, 18*, 25-39.
- Angie, A. D., Davis, J. L., Allen, M. T., Byrne, C. L., Ruark, G., Cunningham, C. B., Hong, T. S., Bernard, D., Hughes, M., Connelly, M. S., & Mumford, M. D. (2011). Studying ideological groups online: Identification and assessment of risk factors for violence. *Journal of Applied Social Psychology, 41*, 627-657.
- Allen, M. T., Angie, A. D., Davis, J. L., Byrne, C. C., O'Hair, H. D., Connelly, M. S., & Mumford, M. D. (2008). Virtual risk: The role of new media in violent and nonviolent ideological groups. In J. Friedrichsen & H. D. O'Hair (Eds.), *Handbook of Risk and Crisis Communication* (pp. 446-470). San Diego, CA: Academic Press.
- Mumford, M.D., Bedell-Avers, K. E., Hunter, S. T., Espejo, J. E., Eubanks, D., & Connelly, S. (2008). Violence in ideological and non-Ideological groups: A quantitative analysis of qualitative data. *Journal of Applied Social Psychology, 38*, 1521-1561.
- Mumford, M. D., Espejo, J., Hunter, S. T., Bedell, K. E., Eubanks, D. L., & Connelly, S. (2007). The sources of leader violence: A multi-level comparison of ideological and non-ideological leaders. *The Leadership Quarterly, 18*, 217-235.

### **Ethics, Organizations, and Information Processing**

- Newbold, T. R., Demirag Burak, E. G., Leshner, G., Connelly, S., Wong, N., Lee, S. K., & Jang, S. R. (in press). COVID-19 Vaccine Messaging for Young Adults: Examining Framing, Other-Referencing, and Health Beliefs. *Health Psychology*.
- Jang, S. R., Lee, S. K., & Connelly, S. (2022). Understanding motivations and deterrents for COVID-19 vaccination among US working adults: A mixed method approach. *Human Vaccines & Immunotherapeutics, 18*(6), 2132752.



- Lee, S. K., Sun, J., Jang, S., & Connelly, S. (2022). Misinformation of COVID-19 Vaccines and Vaccine Hesitancy. *Scientific Reports*, *12*(1), 1-11.
- Connelly, S., Mery, M., & Strasbaugh, K. (2021). Psychological processes in social media: Implications for democracy (pp. 80-96). In N. E. Snow and M. S. Vaccarezza (Eds.), *Virtues, Democracy, and Online Media: Ethical and Epistemic Issues*. Abington: Routledge.
- Turner, M. R., & Connelly, S. (2021). Helping in the eyes of the beholder: The impact of OCB type and fluctuation in OCB on coworker perceptions and evaluations of helpful employees. *Journal of Theoretical Social Psychology*, *5*(3), 269-282.
- Chauhan, R. S., Connelly, S., Howe, D. C., Soderberg, A. T., & Crisostomo, M. (2022). The danger of “fake news”: how using social media for information dissemination can inhibit the ethical decision making process. *Ethics & Behavior*, *32*, 287-306.
- Fichtel, M., Gujar, Y., Sanders, C., Higgs, C., McIntosh, T., Connelly, S., & Mumford, M. D. (2022). Looking around and looking ahead: forecasting and moral intensity in ethical decision-making. *Ethics & Behavior*, *32*, 326-343.
- Gujar, Y., Higgs, C., Sanders, C., Fichtel, M., McIntosh, T., Turner, M. R., Connelly, S., & Mumford, M. D. (2021). Active vs intuitive sensemaking: Examination through the lens of generation, evaluation, and revision in ethical decision-making. *Ethics & Behavior*, *31*, 215-244.
- Higgs, C., McIntosh, T., Connelly, S., & Mumford, M. D. (2020). Self-focused emotions and ethical decision-making: Comparing the effects of regulated and unregulated guilt, shame, and embarrassment. *Science and Engineering Ethics*, *26*(1) 27-63.
- McIntosh, T. Higgs, C., Turner, M., Partlow, P., Steele, L., MacDougall, A., Connelly, M.S., & Mumford, M.D. (2019). To whistle blow or not to whistle blow: Affective and cognitive differences in reporting peers and supervisors. *Science and Engineering Ethics*, *25*, 171-210.
- McIntosh, T., Higgs, C., Mumford, M., Connelly, S. & Dubois, J. (2018) Continuous evaluation in ethics education: A case study. *Science and Engineering Ethics*, *24*, 727-754.
- Turner, M. R., Watts, L. L., Steele, L. M., Mulhearn, T. J., Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2018). How did you like this course? The advantages and limitations of reaction criteria in ethics education, *Ethics and Behavior*, *28*, 483-496.
- Ness, A., & Connelly, S. (2017). Situational influences on ethical sensemaking: Performance pressure, interpersonal conflict, and the recipient of consequences. *Human Performance*, *30*, 57-78.
- Todd, E. M., Torrence, B. S., Watts, L. L., Mulhearn, T. J., Connelly, S., & Mumford, M. D. (2017). Effective practices in the delivery of ethics education: A qualitative review of instructional methods. *Accountability in Research*, *24*, 297-321.
- Medeiros, K. E., Watts, L.L., Mulhearn, T. J., Steele, L. M., Mumford, M. D., & Connelly, S. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics*, *3*, 245-275.

- Todd, M.E., Watts, L.L., Mulhearn, T., Torrence, B.E., Turner, M.R., Connelly, S., & Mumford, M.D. (2017). A meta-analytic comparison of face to face and online delivery of ethics instruction: The case for the hybrid approach. *Science and Engineering Ethics, 23*, 1719-1754.
- Torrence, B., Watts, L.L., Mulhearn, T., Turner, M.R., Todd, E.M., Mumford, M.D., & Connelly, S. (2017). Curricular approaches in ethics education: Reflecting on best and worst practices in instructional content. *Accountability in Research, 24*, 269-296.
- Watts, L.L., Medeiros, K.E., Mulhearn, T.J., Steele, L.M., Connelly, M.S., & Mumford, M.D. (2017). Are ethics training programs improving: A meta-analytic review of past and present ethics instruction in the sciences. *Ethics and Behavior, 27*, 351-384.
- Watts, L.L., Mulhearn, T., Medeiros, K.L., Steele, L.M., Connelly, S., & Mumford, M.D. (2017). Modeling the instructional effectiveness of RCR education: A meta-analytic path analysis. *Ethics and Behavior, 24*, 225-242.
- Watts, L.L., Todd, M.E., Mulhearn, T.J., Medeiros, K.E., Mumford, M.D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research, 24*, 269-296.
- Mulhearn, T.J., Steele, L.M., Watts, L.L., Medeiros, K.E., Mumford, M.D., & Connelly, S. (2017). Review of instructional approaches in ethics education. *Science and Engineering Ethics, 23*, 883-912.
- Mulhearn, T., Watts, L.L., Todd, M.E., Medeiros, K.E., Connelly, S., & Mumford, M.D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education. *Accountability in Research, 24*, 195-210.
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### **IN PRESS, UNDER REVIEW, IN PROGRESS**

Matthews, M., Sun, H., Connelly, S., Kosmopoulou, G. (under review). Mindfulness of Technology Adaptation and Wellbeing in Extreme Contexts. *Journal of the Association for Information Systems*.

Newbold, T.R., Martin, R.W., England, S., Standish, C.J., Todd, E.M., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Cao, S., Marshall, J., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (in review). The influence of leader and collective communication on collective performance: A cross-task examination. *Group & Organization Management*.

Johnson, G., & Connelly, S. (in progress). Anger and guilt: Impacts on sensemaking and ethical decision-making.

Ness, A., & Connelly, S. (in progress). The role of emotions and cognitive biases in ethical decisions.

Strasbaugh, K., Johnson-Fisher, J., & Connelly, S. (under review). Comparing emotion regulation effect of creative tasks on different discrete emotional states. *Journal of Creativity*

### **CONFERENCE PRESENTATIONS/PAPERS**

Newbold, T., Burak, E.G.D., Leshner, G., Connelly, S., Wong, N., Lee, S.K., & Jang, S.R. (2023, August). COVID-19 Vaccine Messaging for Young Adults: Examining Framing, Other-Referencing, and Health Beliefs. Paper presented at the AEJMC conference, Washington, DC.

Brunot, A., Connelly, S., Torrence, B. (2023). Development and Validation of a Sensitivity to Moral Intensity Scale. Poster presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

Mery, M., Patel, D., Connelly, S. (April 2023). Misinformation and Information Gathering in Creative Problem-Solving. Poster presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

Strasbaugh, K., Connelly, S., Franklin, J., & Brunot, A. N. (2023). How to Tone Down the Anger: A Proposed Distraction Tactic for Regulating Integral and Incidental Anger. Paper presented at the 38<sup>th</sup> Annual Conference for the Society for Industrial Organizational Psychology, Boston, MA.

Stewart, J.W., Gordon, C., Lopez, A., Connelly, S., Jensen, M., & Miranda, S. (2023). Group Messaging Tactics: Social Identity Effects on Emotion, Recall and Dissemination. Poster presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

- Newbold, T. R., England, S., Martin, R. W., Standish, C. J., Todd, E. M., Mumford, M. D., Connelly, S., MacLaren, N. G., Cao, Y., Cao, S., Marshall, J., Dong, Y., Yammarino, F. J., Dionne, S. D., & Sayama, H. (2023). When performance equals satisfaction: Conflict, voice, and personality as moderators. Poster presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
- Newbold, T. R., England, S., Martin, R. W., Standish, C. J., Todd, E. M., Mumford, M. D., Connelly, S., MacLaren, N. G., Cao, Y., Cao, S., Marshall, J., Dong, Y., Yammarino, F. J., Dionne, S. D., & Sayama, H. (2023). Motivated to adapt: The role of need for cognition in driving adaptive team processes. Poster presented at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.
- Strasbaugh, K., Mery, M., Connelly, S., Jensen, M., Miranda, S., & Kosmopoulou, G. (2022, May). *Persuasion Tactics and Emotions used in COVID-19 Vaccine Twitter Conversations*. Poster presented at the 2022 Annual Association for Psychological Science Convention.
- Connelly, S., Mery, M., Strasbaugh, K., Miranda, S., Jensen, M., Kosmopoulou, G. (2022, May). *Covid-19 Vaccine Conversations in Twitter: Topics and Emotions from Two Occupational Fields*. Poster presented at the 2022 Annual Association for Psychological Science Convention.
- Mery, M., Patel, D., Sikhondze, B., Boira Lopez, A., Miranda, S., Connelly, S., & Jensen, M. (2022, May). *Emotional Appeals in Social Identity and Issues Rhetoric from Violent and Non-Violent Ideological Groups*. Poster presented at the 2022 Annual Association for Psychological Science Convention.
- Boira Lopez, A., Mery, M., Sikhondze, B., Miranda, S., Connelly, S., & Jensen, M. (2022, May). *Online Violent and Non-Violent Ideological Group Rhetoric: A Comparison of Cognitive Processes*. Poster presented at the 2022 Annual Association for Psychological Science Convention.
- Boira-Lopez, A., Gujar, Y., Fichtel, M., & Connelly, S. (2022). *The Role of Emotions and Technology Use in the Psychological Impact of COVID-19*. Paper presented at the 37<sup>th</sup> Annual Conference for the Society for Industrial Organizational Psychology, Seattle, WA.
- Fichtel, M., Gujar, Y., & Connelly, S. (2022). *Work Technology and COVID-19: Demands and Resources*. Paper presented at the 37<sup>th</sup> Annual Conference for the Society for Industrial Organizational Psychology, Seattle, WA.
- Fichtel, M., Connelly, S., Boira-Lopez, A., Gujar, Y., Kosmopoulou, G., Khademorezaian, K., Sun, H., & Matthews, M. (December 2021). Work technology and Covid-19: Demands and resources. Paper presented at the NSF PREPARE RAPID PI Meeting: Social, Behavioral, Economic, and Governance Lightning Round.
- Matthews, M., Fichtel, M., Khademorezaian, K., Gujar, Y., Sun, H., Connelly, S., & Kosmopoulou, G. (December 2021). Mindful Adaptation of Technology (MAT) in Extreme Research Contexts: A Theoretical Proposal. Paper presented at the NSF PREPARE RAPID PI Meeting: Social, Behavioral, Economic, and Governance Lightning Round.
- Khademorezaian, K., Fichtel, M., Gujar, Y., Matthews, M., Kosmopoulou, G., Connelly, S., & Sun, H. (December 2021). Technology use, work adaptation and economic vulnerability during



COVID-19 . Paper presented at the NSF PREPARE RAPID PI Meeting: Social, Behavioral, Economic, and Governance Lightning Round.

Brunot, A. Connelly, S., Torrence, B. (2021, May) Sensitivity to moral intensity: *Validation of a moral intensity scale*. Poster accepted to the 2021 annual meeting of Association of Psychological Science, Virtual.

Patel, D. Mery, M., Sikhondze, B., Miranda, S., Connelly, S., Jensen, M. (2021). *Social Identity and Issues in Ideological Group Leader Rhetoric*. Poster presented at the Virtual Association for Psychological Science Convention.

Mery, M., Patel, D. Sikhondze, B., Connelly, S., Jensen, M., Miranda, S. (2021). *Moral Disengagement and Online Crime Descriptions of Animal Activists*. Poster presented at the Virtual Association for Psychological Science Convention.

MacLaren, N. G., Yammarino, F. J., Dionne, S. D., Sayama, H., Mumford, M. D., Connelly, S., Martin, R. W., Standish, C. J., England, S., Newbold, T. R., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C. K., Eckardt, R., and Ruark, G. A. (2021). *Networks of Interruptions: Simultaneous Speech and Leader Emergence in Informal Groups*. Abstract presented at Networks 2021, Online.

Mery, M., Connelly, S. & Strasbaugh (2021). *Social media use and ethical behavior outside of social media: Employee implications*. Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Patel, D., Brunot, A., & Connelly, S. (2021). *Influence of emotions, values, and climate on follower perceptions and performance*. Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Brunot, A., Patel, D., & Connelly, S (2021). *Emotion, channeling behavior, and goal discrepancy effects on leader charisma*. Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

England, S., Standish, C., Martin, R. Newbold, T., Todd, E.M., Mumford, M. D., Connelly, S....(2021). *Planning and collective leadership: Performance on a business simulation*. Paper presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Martin, R., Standish, C., England, S., Newbold, T., Todd, E. M., Mumford, M. D. Connelly, S....(2021). *The manifestation of leader and collective performance over time*. Paper presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Newbold, T., Martin, R., England, S., Standish, C., Todd, E. M., Mumford, M. D., Connelly, S....(2021). *The effects of network communication on collective performance: A replication*. Paper presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Todd, E. M., Martin, R.W., England, S., Standish, C., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (April, 2021). The importance of planning for collective leadership. In C. Maupin

(Chair), *Pushing the Boundaries: Antecedents, Processes, and Outcomes of Shared Leadership*. Symposium paper presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (virtual).

Strasbaugh, K., Connelly, S., & Johnston-Fisher, J. L. (2020). *Creativity Is Distracting: Regulating Negative Emotions With Idea Generation Tasks*. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

Torrence, B., Connelly, S., Patel, D., & Brunot, A. (2020). *Effects of Leader Mixed Emotional Displays on Follower Evaluations and Performance*. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

Strasbaugh, K., Connelly, S., Torrence, B., Turner, M. R., & Mery, M. (2020). *Contrasts of the Effects of Anger and Anxiety on Idea Generation and Idea Evaluation*. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

Strasbaugh, K., Mery, M.C., Sanders, C., Connelly, S., & Barnes, J. (June 2020). *The Power of Reading: How Nonfiction and Fiction Stories Shape Ethical Ideology*. Poster presented at the Association for Psychological Science, Chicago, Illinois.

Martin, R., Todd, E. M., Standish, C. J., England, S., Newbold, T., Mumford, M. D., Connelly, S., Maclaren, N., Cao, Y., Dong, Y., Yammarino, F. J., Dionne, S., Sayama, H., & Ruark, G. A. (2020). *Performance on a Simulation: Integrating Models of Collective Leadership and Planning*. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

Standish, C. J., Martin, R., Todd, E. M., Newbold, T., England, S., Mumford, M. D., Connelly, S., Maclaren, N., Cao, Y., Dong, Y., Yammarino, F. J., Dionne, S., Sayama, H., & Ruark, G. A. (2020). *The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance*. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

MacLaren, N.G., Yammarino, F.J., Dionne, S.D., Sayama, H., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T., England, S., Marshall, J., Cao, Y., Dong, Y., Cao, S., & Ruark, G.A. (2020). *Interruption networks as a model of small group sociometric structure*. NERCCS 2020: Northeast Regional Conference on Complex Systems (Presentation/Poster).

Strasbaugh, K., Mery, M., Sanders, C. S., Connelly, S. & Barnes, J. (2020). *The Power of Reading: How Nonfiction and Fiction Stories Shape Ethical Ideology*. Poster presented at the Association for Psychological Science Virtual Poster Showcase (due to Covid-19).

Gooty, J., Bastardo, N., Connelly, S., Spain, S., Clapp-Smith, R., Carsten, M. (2020). *Broadening our Sight through Replication: Insights about Replication as a Research Methodology*. PDW Workshop presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Virtual Conference due to Covid-19.

Connelly, S. (2019). *Mental health and well-being as the link between entrepreneurship and leadership research*. Paper presented at the 79<sup>th</sup> meeting of the Academy of Management, Boston, MA.

- Turner, M., Torrence, B., & Connelly, S. (2019, April). *Negative motivations as a facet of OCB withdrawal*. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Torrence, B., Turner, M. R., Ness, A. M., Brunot, A., & Connelly, S. (2019). *Sensitivity to moral intensity: Development and validation of a moral intensity scale*. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Johnston-Fisher, J.L., Elliott, S., Torrence, B.S., Turner, M.R., Vowels, C., Snyder, L.A., Mumford, M.D., and Connelly, S. (April 2019). *A planning approach to managing incivility in small groups*. Symposium, Using Micro to macro perspectives to advance mistreatment research and practice. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Todd, E. M., Standish, C. J., Martin, R., Mulhearn, T., Connelly, S., Mumford, M. D., Kulkami, A., Maclaren, N., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Planning as a predictor of effective collective leadership*. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., Connelly, S., Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Network communication as a predictor of collective leadership*. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S., Sayama, H., Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., & Connelly, S. (2019, April). *Speaking time and leader emergence in initially leaderless groups*. Paper presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Strasbaugh, Connelly, Turner, & Torrence (2018). *The relationship of anger and anxiety to idea generation and idea evaluation: What leaders should know*. Paper presented at the 2018 Annual Meeting of the Southern Management Association, Lexington, KY.
- Ness, A. M. & Connelly, S. (2018). *The role of emotions and cognitive bias in ethical decisions*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Turner, M. R., Torrence, B., Srasbaugh, K., Sanders, C., & Connelly, S. (2018). *Intentional withdrawal of organizational citizenship behavior*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ness, A. M, Connelly, S., Turner, M. R., & Torrence, B. (2018). *The relationships between motives and values and ethical sensemaking*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Torrence, B., Connelly, S. Turner, M. R., & Stasbaugh, K. (2018). *Emotion regulation profiles: Antecedents and outcomes*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Johnson, J. F., Ainslie, G., Bagdasarov, Z., & Connelly, S. (2018). *How leaders influence follower cognition and ethics using targeted strategies*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Yammarino, F. J., Mumford, M.D., Dionne, S. D., Hiroki, S., Connelly, S., MacLaren, N.,... (2018). *Collective leadership and planning: Assessments via experiments and computational models*. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
- McLearn, N. G., Cho, Y., Kulkarni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., Mulhearn, T. J., Todd, E. M., & Bosco, F. J. (2018, April). *Agent-based model parameter estimation and variable reduction using metabus: application to a collective leadership model*. Paper presented at the Northeast Regional Conference on Complex Systems. Boston, MA.
- Ness, A. M., Connelly, S., Torrence, B., & Turner, M. (2017). *Correlations between moral intensity dimensions and individual difference variables*. Paper presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Todd, E. M., Watts, L., Mulhearn, T., Torrence, B., Turner, M. R., Connelly, S., & Mumford, M. D. (2017). *A meta-analysis comparing face-to-face, online, and hybrid ethics courses*. Paper presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bagdasarov, Z., Martin, A., Chauhan, R., & Connelly, S. (2017). *Aristotle, Kant, and Facebook? Implications of social media on ethics*. Paper presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Connelly, S. (2016, September). *For better or worse: The emotional lives of leaders*. Invited address, Bass Distinguished Lecture Series, University of Binghamton.
- Torrence, B., & Connelly, S. (2016). Adaptive emotion regulation strategies in leadership. Paper presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Johnson, G., & Connelly, S. (2016). Anger and guilt: Impacts on sensemaking and ethical decision-making. Paper presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bagdasarov, Z., Connelly, S., & Johnson, J. (2016). Denial and empathy: Partners in employee trust repair. Paper presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Chauhan, R., & Connelly, S. (2016). Social media and ethics: The role of context and personality. Paper presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Connelly, S. (2015). *Good and bad consequences of leader emotion regulation*. Keynote speaker presentation given at the annual conference of the Consortium for Research on Emotional Intelligence in Organizations.

- Johnson, J. & Connelly, S. (2015). *Moral disengagement and ethical decision-making: The facilitative effect of guilt*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Johnson, G., Thomas, J., Connelly, S., & Gooty, J. (2015). *Implicit and explicit anger regulation and customer service performance*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Vessey, W., Bell, S., Burke, S., Connelly, S., DeChurch, L., Mesmer-Magnus, J., Fiore, S., Smith-Jentsch, K. (2015). *Emerging issues in the study of spaceflight teams*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bagdasarov, Z., Johnson, J., MacDougall, A., Steele, L., Connelly, S., Mumford, M. (2015). *Mental models and ethical decision-making: The role of sensemaking*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mecca, J., Medeiros, K., Giorgini, V., Gibson, P., Mumford, M., Connelly, S. (2015). *Biases and compensatory strategies: The efficacy of a training intervention*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ness, A. M., Johnson, G., Ault, M. K., Taylor, W. D., Griffith, J. A., Connelly, S., Dunbar, N. E., & Jensen, M. L. (2015, May). *Emotional appeals, credibility cues, and viewers' attitudes on ideological website persuasion*. Poster presented at the 27<sup>th</sup> Annual Convention of the Association for Psychological Science, New York, NY.
- Thiel, C., Griffith, J. A., Hardy, J., Peterson, D., & Connelly, S. (2015). *Let's look at this another way: Relationship conflict and interpersonal emotion management*. Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, British Columbia.
- Gooty, J., Shumski Thomas, J., Connelly, S. (2015). *The leader-member exchange relationship: A cross-level examination of emotions*. Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, British Columbia.
- Mumford, M., Steele, L., Watts, L., Johnson, J., Connelly, S., & Williams, L. (2015). *The effects of viable ethics instruction on international students*. Paper presented at the 4<sup>th</sup> World Conference on Research Integrity, Rio De Janeiro, Brazil.
- McCormick, W. T., Allen, W. L., Connelly, S., Engler, J., et al. (2015). *Team-based learning for training in the responsible conduct of research supports ethical decision-making*. Paper presented at the 4<sup>th</sup> World Conference on Research Integrity, Rio De Janeiro, Brazil.
- Johnson, G., Taylor, W. D., Ness, A. M., Ault, M. K., Dunbar, N. E., Jensen, M. L., & Connelly, S. (2014). *Credibility and interactivity: Persuasive components of ideological group websites*. Paper presented at the 9<sup>th</sup> International Conference on Persuasive Technology, Padova, Italy.
- Taylor, W.D., Johnson, G., Ault, M. K., Ness, A. M., Connelly, S., Jensen, M. L., & Dunbar, N. E. (2014, May). *The impact of violent ideological websites on individual attitudes and beliefs*. Poster presented at the 26<sup>th</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.

- Verderame, M. F., Allen, W. A., Connelly, S., Crites, J. et al. (2014). Testing a TBL curriculum for effective RCR education. Paper presented at the 8<sup>th</sup> International conference on ethics in biology, engineering, and medicine. Booklyn, NY.
- Connelly, S., Dunbar, N., Jensen, M., Griffith, J., Taylor, W., Johnson, G., Hughes, M., & Mumford, M. D. (2013). *Social categorization, Moral Disengagement, and Credibility of Ideological Groups*. Paper presented at the Annual conference for the American Psychological Society, Washington, DC.
- Jensen, M. L., Dunbar, N. E., Connelly, M. S., Taylor, W., Hughes, M., Adame, B., & Rozzell, B. (2013). *Social media on violent ideological group websites*. Paper presented to the Annual Conference of the Association for Information Systems Proceedings, Chicago, IL.
- Dunbar, N., Connelly, S., Jensen, M., Adame, B., Rozzell, B., Griffith, J., & O'Hair, D. (under review – revise and resubmit). *A comparison of the persuasive tactics in the websites of violent, ideological, and non-ideological groups*. Paper presented at the Annual Conference of the International Communication Association, London, UK.
- Theil, C., Connelly, S., & Griffith, J. (2013). *When bossy is better: Leader-facilitated emotion management and job stress*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Johnson, G., Connelly, S., & Griffith, J. (2013). *Negative emotions in failure feedback: When feeling bad is good*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Peacock, J., & Connelly, S. (2013). *Influence of competitive climate and moral disengagement on ethical decision-making*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Klafehn, J., Connelly, S., & Cai, D. (2013). *Leadership influences on soldier development following negative cross-cultural experiences*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Cooper, O., Day, E., Connelly, S., Aresnault, M., Hardy, J., & Mracek, D. (2013). *Development of a construct-oriented situational judgment test of sensemaking skills*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Peacock, J., Harkrider, L., Bagdasarov, Z., Connelly, S., Thiel, C. Johnson, J., MacDougall, A., Mumford, M. D., & Devenport, L. (2013). *Case-based ethics instruction: Alternative outcome scenarios and structured outcome evaluation*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Bagdasarov, Z., Johnson, J., Thiel, C., Harkrider, L. Connelly, S., & Mumford, M. D. (2013). *Contextual and individual factors in cases: Influences on ethical decision making*. Presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- MacDougall, A. E., Harkrider, L. N., Bagdasarov, Z., Johnsons, J. F., Mumford, M. D., Devenport, L. D., & Connelly, S. (2013). *Case-based ethics instruction: Alternative outcome scenarios and*

structured outcome evaluation. Paper presented at the 3<sup>rd</sup> World Conference on Research Integrity, Montreal, Canada.

Bagdosarov, Z. & Connelly\*, S. (2012). *Social support and extraversion as moderators of the emotional labor and key work outcomes relationship*. Presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA. (\* Symposim Chair)

Griffith, J., Connelly, S., Thiel, C., & Johnson, G. (2012). *Emotion regulation and intragroup conflict: When more distracted minds prevail*. Presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Thiel, C. E., Harkrider, L. N., Connelly, S., & Devenport, L. D. (2012, April). *Improving case-based learning and transfer through emotionally rich cases*. Presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Johnson, J., Bagdasarov, Z., Thiel, C. E., Harkrider, L. N., Connelly, S., Devenport, L. D., & Mumford, M. D. (2012, April). *Case-based ethics education: Ethicality, cause complexity, and outcome valence*. Presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Connelly, S. (2012, March). A conceptual framework for emotion management in leadership contexts. Invited address for the 21<sup>st</sup> Kravis-de Roulet Leadership Conference on *Understanding and Assessing "Soft" Leader Skills*. Claremont McKenna College, Claremont, CA.

Thiel, C. E., Connelly, S., & Griffith, J. (2012, March). *Anger and ethical decision-making: An examination of primary vs. secondary appraisals*. Poster session at the Quest for Research Excellence Conference, Washington D. C.

Caughron, J., Thiel, C. E., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (2012, March). *The role of competition and ethical decision-making*. Poster session at the Quest for Research Excellence Conference, Washington D. C.

Antes, A. L., Bagdasarov, Z., Thiel, C. E., Stenmark, C. K., Mumford, M. D., Connelly, S., & Devenport, L. D. (2012, March). *Thinking about past or likely future ethical experiences: Effects on use of decision-making strategies*. Paper presented at the Quest for Research Excellence Conference, Washington D. C.

Stenmark, C., Johnson, J., Thiel, C. E., Antes, A. L., Connelly, S., Mumford, M. D., & Devenport, L. D. (2012, March). *Consequences identification in forecasting and ethical decision-making*. Paper presented at the Quest for Research Excellence Conference, Washington D. C.

Thiel, C. E., Connelly, S., Bagdasarov, Z., Johnson, J., & Griffith, J. (2011, April). *The Influence of Anger Appraisals on Ethical Decision-making*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Davis, J., Connelly, S., Blackwell, L., Hauck, E., Thiel, C., Angie, A., Kligyte, V., & Waples, E. (2010, April). *The Initial Validation of the Workplace Emotion Regulation Preference Inventory*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Griffith, J., & Connelly, S. (2010, April). Leader Deception Influences on Leader-Member Exchange and Subordinate Organizational Commitment. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Thiel, C. & Connelly\*, S. (2010, April). *Emotion regulation and planning: Can leaders help followers regulate emotions and formulate better plans?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA. (\*Symposium Chair).
- Beehler, C., Antes, A., Mumford, M. D., Devenport, L., Connelly, M. S., & Brown, R. (2009, May). *Considering causes in forecasting for ethical decision-making.* Paper presented at the ORI Conference on Research Integrity. Niagara Fall, NY.
- Caughron, J. J., Antes, A., Mumford, M. D., Devenport, L., Connelly, M. S., & Brown, R. (2009, May). *Process of sensemaking in ethical decision-making.* Paper presented at the ORI conference on research integrity. Niagara Falls, NY.
- Kligyte, V., Thiel, C., Connelly, M. S., Mumford, M. D., Brown, R., Devenport, L., & Antes, A. (2009, May). Considering the role of negative emotion in ethical decision-making. Paper presented at the ORI conference on research integrity. Niagara Falls, NY.
- Martin, L., Antes, A., Devenport, L., Mumford, M. D., Connelly, M. S., & Brown, R. (2009, May). *Mirror on the wall: The role of self-reflection in ethical decision-making.* Paper presented at the ORI conference on research integrity. Niagara Falls, NY.
- Wang, X., Tamborski, M., Brown, R., Mumford, M. D., Antes, A., Connelly, M. S., & Devenport, L. (2009, May). *The impact of framing on ethical decision-making.* Paper presented at the ORI conference on research integrity. Niagara Falls, NY.
- Hill, J., Thiel, C., & Connelly, S. (2009, April). *Organizational Impact of Sanctioned vs. Non-Sanctioned Political Tactics.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Kligyte, V., Connelly, S., Thiel, C. E., Devenport, L. D., Brown, R. P., & Mumford, M. D. (2009, April). *Influence of Emotions and Emotion Regulation Strategies on Ethical Decision-Making.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Angie, A., Waples, E. P., Kligyte, V., & Connelly, S. (2009, April). *Influence of Emotions on Judgment and Decision Making: A Meta-Analysis.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Ruark, G. A., Davis, J., & Connelly, S. (2008, April). *Effects of communication medium and leader emotions on subordinate performance.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Allen, M. T., & Connelly, S. (2008, April). *Using Cases as a Proxy for Experience in Leadership Development.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.



- Kligyte, V., Connelly, S., & Hill, J. (2008, April). *Influence of Leader Affective Displays on Subordinates' Integrity*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Antes, A. L., Wang, X., Beeler, C., Mumford, M. D., Connelly, S., Devenport, L. D., & Brown, R. P. (2008, April). *Could RCR Training Have Risks?* Paper presented at the First Biennial Conference on Responsible Conduct of Research Education, Instruction and Training (RCR-EIT), St. Louis, MO.
- Caughron, J. J., Antes, A. L., Waples, E. P., Thiel, C., Mumford, M. D., Connelly, S. (2008, April). *A Meta-Analysis of Ethics Training Effectiveness*. Paper presented at the First Biennial Conference on RCR Education, Instruction and Training (RCR-EIT), St. Louis, MO.
- Martin, L. E., Antes, A. L., Wang, X., Mumford, M. D., Brown, R. P., Connelly, S., Devenport, L. D. (2008, April). *Implementation of a University-Wide RCR Training Program: Triumphs, Trials, and Lessons Learned*. Paper presented at the First Biennial Conference on Responsible Conduct of Research Education, Instruction and Training (RCR-EIT), St. Louis, MO.
- Yammarino, F. J., Mumford, M. D., Dionne, S. D., & Connelly, M. S. (2007, April). *Leadership and team dynamics for dangerous contexts*. Paper presented at the Global Leadership Conference, West Point, NY.
- Kligyte, V., Allen, M. T., Waples, E. P., Ruark, G. A., Connelly, M. S., & Mumford, M. D. (2007, April). *Theoretical verbal analysis credibility assessment after wrongdoing*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Antes, A. L., Murphy, S. T., Hill, J. H., Waples, E. P., Connelly, M. S., Brown, R. P., Mumford, M. D., & Devenport, L. D. (2007, April). *Assessing Personality Characteristics Influencing Professional Integrity via a Biodata Measure*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Murphy, S. T., Mumford, M. D., Waples, E. P., Hill, J. H., Antes, A. L., Connelly, S., Devenport, L. D., & Brown, R. P. (June, 2007). *The Development and Validation of a Low-Fidelity Simulation for Ethical Decision-Making*. Paper presented at the 31st Annual IPMAAC Conference on Personnel Assessment, St. Louis, MO.
- Antes, A. L., Mumford, M. D., Murphy, S. T., Hill, J. H., Waples, E. P., Connelly, M. S., Brown, R. P., Devenport, L. D. (2007, August). Examining the influence of personality on ethical decision-making. In M. B. Hargis & C. J. Resick (Chairs). *Current Research on Ethical Perceptions: Person, Context, and Interactive Perspectives*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.
- Angie, A.D., Davis, J.D., Allen, M.T., Waples, E.P., & Connelly, M.S. (2007, April). *The influence of individual differences on theoretical verbal analysis (TVA) criteria*. Society for Industrial and Organizational Psychology. New York City, NY.
- Davis, J., Angie, A., Connelly, M. S., Hill, J., & Rurark, G. (2007, April). *Initial Validation of an Indirect Approach for Measuring Emotions*. Poster presented at the 22<sup>nd</sup> Annual Society for Industrial Organizational Psychology Conference. New York, NY.

- Antes, A. L., Waples, E., Murphy, S. T., Mumford, M. D., Connelly, M. S., Brown, R. P., & Devenport, L. D. (2006, December). *Ethical decision-making in research: Exploring the influence of personality*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- Hill, J. H., Waples, E., Murphy, S. T., Mumford, M. D., Connelly, M. S., Brown, R. P., & Devenport, L. D. (2006, December). *Responsible conduct of research training: A solution for teaching research ethics in the 21<sup>st</sup> century*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- Murphy, S. T., Antes, A. L., Mumford, M. D., Devenport, L. D., Connelly, M. S., & Brown, R. P. (2006, December). *The development of ethical decision-making: Early environmental predictors of research integrity*. Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.
- Waples, E., Murphy, S. T., Mumford, M. D., Devenport, L. D., Connelly, M. S., & Brown, R. P. (2006, December). *Validation of ethical decision-making measures: Internal and external validity*. Paper presented at the annual Office of Research Integrity Research conference, Tampa, FL.
- Connelly, S. (2006, July). *Verbal analysis and credibility assessment*. Invited address presented at the annual training and development workshop for the American Polygraph Association, Las Vegas, NV.
- Mumford, M. D., Connelly, S., Murphy, S., Devenport, L., Brown, R., Hill, J. H., & Carmichael, J. (2006, August). *Misconduct in scientific research: The influence of career events and perceptions of ethical climate*. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- Connelly, S., Ruark, G., Allen, M., Waples, E., Leritz, L. & Mumford, M. D. (2006, April). *Verbal analysis and assessing interview credibility*. Symposium paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Kligyte, V., & Connelly, S. (2006, April). *Influence of Affect on Planning Processes in Organizations*. Paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Allen, M., Kligyte, V., Waples, E., Ruark, G., & Connelly, S. (2006, April). *Credibility Assessment in Work Situations Using Theoretical Verbal Analysis (TVA) Criteria*. Paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Benavidez, J. Connelly, S., Manley, G., & Mobbs, T. (2006, April). *Expanding the predictor and criterion space to reduce adverse impact in a public sector environment*. Paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX. (Top poster award)
- Connelly, S., Gaddis, B., & Mumford, M.D. (August, 2005) *Failure feedback as an affective event: The impact of leader affect, goal orientation, and feedback focus*. Meetings of the Academy of Management, Honolulu, HI.

- Connelly, S., Allen, M., Kligyte, V., Ruark, G., Waples, E., & Mumford, M. D. (2005, April). *Examining a Process Model of Verbal Deception using a Think Aloud Protocol*. Symposium paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA. (Symposium Chair)
- Waples, E., Kligyte, V., Ruark, G., Allen, M., Connelly, S., & Mumford, M. D. (2005, April). *Verbal Analysis and Credibility Assessment: Transcribed versus Videotaped Statements*. Symposium paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA. (Symposium Chair)
- Connelly, S., Ruark, G., & Waples, E. (2005, April) *Leader emotions influence followers' evaluations of leader EQ and transformational leadership*. Interactive poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Allen, M. T., & Connelly, S. (2005, April). *Case features and individual attributes in case-based reasoning*. Interactive poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Allen, M. T., Waples, E. P., & Connelly, S. (2005, April). *A case-based approach to developing leadership*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Waples, E., & Connelly, S. (2005). *The effects of emotion on followers during vision implementation*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Connelly, S., Ruark, G., & Waples, E. (2004). *How leader emotions influence followers' evaluations of leader emotional intelligence and transformational leadership*. Paper presented at the Southern Academy of Management conference in San Antonio, TX.
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## **FUNDED RESEARCH – GRANTS AND CONTRACTS**

Topic	Job Analysis of Foreign Service Officer Positions
Sponsor	Department of State
Amount	\$1,000,000

Role	Co-project director (1997)
Topic	Program Evaluation and Assessment System Modeling
Sponsor	CIA
Amount	\$575,000
Role	Project Director (1997)
Topic	Assessment System Development and Validation
Sponsor	CIA
Amount	\$720,000
Role	Co-principal investigator (1998)
Topic	Extension and Validation of Assessment Models and Psychometric Measures
Sponsor	CIA
Amount	\$280,000
Role	Co-principal investigator (1999)
Topic	Organizational Influences on Scientific Integrity
Sponsor	National Institutes for Health – Office of Research Integrity
Amount	\$205,000
Role	Senior Investigator (2001)
Topic	Exploring content coding procedures for assessing truth and deception in verbal statements
Sponsor	Department of Defense Polygraph Institute
Amount	\$ 407,500
Role	Principal Investigator (June 2002-June 2005)
Topic	Employability Assessment and the Development of Structured Interviews
Sponsor	SkillsNET Corporation
Amount	\$75,000
Role	Principal Investigator (2002)
Topic	Workforce Analysis
Sponsor	SkillsNET Corporation
Amount	\$75,000
Role	Senior Investigator (2003)
Topic	Navy Job Analysis
Sponsor	SkillsNET Corporation
Amount	\$500,000
Role	Senior Investigator (2003-2004)
Topic	Scientific Occupations and research integrity
Sponsor	CIA
Amount	\$460,000
Role	Co-principal Investigator (2003-2005)
Topic	Environmental influences on research integrity
Sponsor	NIH
Amount	\$110,000
Role	Senior Investigator (2001)

Topic	Environmental and educational influences on scientists' research integrity
Sponsor	NIH
Amount	\$500,000
Role	Senior Investigator (2004-2006)
Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	\$500,000 over 2.5 years
Role	Principal Investigator (June 15, 2005-March 8, 2008)
Topic	Identifying risk factors for unethical scientists and ideological group membership
Sponsor	Central Intelligence Agency
Amount	\$290,000 (2005-2006)
Role	Co-Principal Investigator
Topic	Identifying risk factors for unethical scientists and ideological group membership
Sponsor	Central Intelligence Agency
Amount	\$700,000
Role	Co-Principal Investigator (2006-2007)
Topic	Development and Evaluation of a Work Practices Approach for Ethics Education in Science and Engineering
Sponsor	National Science Foundation
Amount	\$210,000
Role	Senior investigator (2005-2007)
Topic	Development of Strategies for Improving Ethical Decision-making in the Sciences
Sponsor	NIH
Amount	\$458,900 (over three years)
Role	Senior investigator (2007-2009)
Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	\$463,000
Role	Principal Investigator (2008-2009)
Topic	Developing a Model of Emotion Management for Leader Training
Sponsor	U.S. Army Research Institute
Amount	\$100,000 (\$50K as subcontractor)
Role	Principal Investigator (STTR effort – subcontractor to OnTar Corporation)
Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	\$424,000
Role	Principal Investigator (2009-2010)
Topic	Case-based Reasoning and Ethics Instruction
Sponsor	National Science Foundation
Amount	\$500,000 (over three years)
Role	Senior investigator (2010-2013)

Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	\$424,000
Role	Principal Investigator (2010-2011)
Topic	Bias and Bias Management in Ethics Education
Sponsor	National Institutes of Health
Amount	\$400,000 (over three years)
Role	Senior investigator (2011-2014)
Topic	Website content and ideological communication
Sponsor	National Science Foundation
Amount	\$500,000 (over three years)
Role	Principal Investigator (2011-2014)
Topic	Evaluating a team-based learning approach to RCR Instruction
Sponsor	NIH – Subcontract to University of Florida
Amount	\$50,281
Role	Principal Investigator (2013-2015)
Topic	Identifying factors influencing effective leadership and followership for long-duration exploration space missions
Sponsor	NASA
Amount	\$56,056 (2013-2014)
Role	Senior Investigator
Topic	A meta-analytic approach for evaluating RCR training
Sponsor	NIH
Amount	\$300,000 (2014-2016)
Role	Co-PI
Topic	Assessing and Monitoring Soldier Attitudes and Interactions: A Planning Skills Approach for Small Unit Army Leaders
Sponsor	U.S. Army Research Institute
Amount	\$75,000
Role	Principal Investigator (August, 2017-December, 2017)
Topic	Assessing and Monitoring Soldier Attitudes and Interactions: A Planning Skills Approach for Small Unit Army Leaders
Sponsor	U.S. Army Research Institute
Amount	\$375,878
Role	Principal Investigator (December, 2017-June 2019)
Topic	Collective leadership and collective planning
Sponsor	U.S. Army Research Institute
Amount	\$243,898
Role	Co-Principal Investigator (September, 2017-September 2019)
Topic	Technology Use to Facilitate Social Distancing and Coping with the Disruption of COVID-19
Sponsor	National Science Foundation

Amount	\$199,859
Role	Principal Investigator (May, 2020- May, 2021)
Topic	Ideological Influence and Radicalization in Online Microblog Platforms
Sponsor	Department of Homeland Security
Amount	\$800,078
Role	Co-PI (June, 2020-June, 2024 200K per year)
Topic	Understanding, Predicting and Countering Vaccine Misinformation and Disinformation
Sponsor	University of Oklahoma Office of the Vice President for Research and Partnerships
Amount	Semi-finalist; Not funded
Role	Co-Principal Investigator
Topic	Understanding, Predicting, and Countering Vaccine Misinformation and Disinformation
Sponsor	University of Oklahoma Data Institute for Societal Challenges (DISC)
Amount	\$20,000
Role	Principal Investigator (May 2021-Dec 15, 2021)
Topic	Promoting Covid-19 Vaccine Confidence through Tailored Health Messaging
Sponsor	University of Oklahoma Office of the Vice President for Research and Partnerships – Social Sciences Humanities and Arts (SSHA) Seed Grant
Amount	\$20,000
Role	Principal Investigator
Topic	NSF Engineering Research Center for Creating Resources from Environmental Liabilities
	RELIable – 15 page Pre-proposal (Not selected for Full Proposal submission)
Sponsor	National Science Foundation
Amount	None requested
Role	Co-PI
Topic	Carbon Safe – Just Transitions Assessment Platform (Not funded)
Sponsor	Tallgrass Energy
Amount	\$1,159,378
Role	Senior Investigator
Topic	Understanding and Addressing Covid-19 and Influenza Vaccine Mis/disinformation in Rural Oklahoma Communities (Not funded)
Sponsor	National Institutes of Health
Amount	\$2,205,658
Role	Co-Principal Investigator
Topic	Understanding and Advancing Human-Technology Teaming in Aviation Maintenance-Convergence project planning proposal (Not funded)
Sponsor	National Science Foundation
Amount	\$149,999
Role	Principal Investigator

Topic Growing Convergence Research – Transition to Green Energy in Gas-producing Regions  
 Sponsor (RANGE)  
 Amount NSF  
 Role \$3,599,999 (over 5 years)  
 Co-Principal Investigator

Topic Advancing Research Translation: Intensifying Translation of Research in Oklahoma [InTRO]  
 Sponsor NSF  
 Amount \$5,999,975  
 Role Co-Principal Investigator

### **DEPARTMENT, COLLEGE, & UNIVERSITY SERVICE**

Chair of Graduate Admissions Committee – Department of Psychology	2004-2020
Graduate Admissions Committee Member	2021-present
Assistant Director, University Professional Ethics/Responsible Conduct of Research training program	2006-2020
Program Director, Industrial/Organizational Psychology program area	2010-2023
Lunch Bunch speaker – Department of Psychology	1999-present
Search Committee Chair (2) member (8) – Department of Psychology	2003-present
I/O professional seminar speaker (annually) – Department of Psychology	2001-present
Associate Director, Center for Applied Social Research	2005-present
Executive Committee, Center for Applied Social Research	2008-present
Promotion and Tenure Committee – College of Arts and Sciences	2015-2017
Graduate Council Member – Graduate College	2016-2019
Search Committee, Decision Risk Hire – Department of Psychology	2017-2018
Awards committee – Department of Psychology	2018-2020
Fundraising committee – Department of Psychology	2018-2020
Mentoring Task Force – Graduate College	2017-2019
Three-minute-thesis competition judge	2019
Strategic Planning Working Group Meeting (VPRP’s office)	2020-2021
Strategic plan for future Institute for Societal and Community Transformation	
Co-Team leader – Big Idea Challenge – Understanding and countering vaccine misinformation (semi-finalist in VPRP BIC competition)	2020-2023
Search Committee Chair, Leading for Creativity & Innovation, Psychology	2021-2022
Search Committee, OADII Director, VPRP	2021
Search Committee, ICAST Administrative Coordinator	2022
Search Committee, Human Technology Teaming, Computer Science	2021-2023
Search Committee, ILSI Director, VPRP	2022-2023



Search Committee Chair, Department Chair, Psychology	2022-2023
Evaluation Committee, Student Design Activism Award, College of Architecture	2022
Committee for Center and Institute Directors (CCID)	2021-present
Resilient Futures Symposium Moderator, College of Architecture	April 2022
Developed Diversity Equity Inclusion and Accessibility Plan for Department of Energy Proposal	Oct. 2022
Lunch Bunch Seminar Series Coordinator, Department of Psychology	Spring 2023
COVID-19 Vaccine town hall panel for vaccine conversations in OK schools	Fall 2021-Spring 2022
Human Centered Design – Guest Evaluator – College of Architecture	Fall 2022
VPRP Bridge Funding Investment Program - proposal evaluator	2023-present
VPRP Significant Impact Research Grant Program - proposal evaluator	2021-present
External Reviewer, Louisiana State University, School of Leadership and Human Resource Development self-study	Spring 2023

## **MENTORING & ADVISING**

I have served as major professor for 21 doctoral students and I am currently mentoring 5 additional students. This is one of the most important and enjoyable aspects of my work. My students are thriving in academia, government research, and industry research jobs.

### **Doctoral Students – Major Professor**

Gregory Ruark (2004) (2006)	Thesis: Emotion and leadership: An investigation of leader emotion on follower perceptions and performance Dissertation: Effects of leader emotions on subordinate perceptions and performance: The role of emotion type, prior interaction, and communication medium
Juan Benavidez Co-chair with Robert Terry(2004) Blaine Gaddis (2003)	Dissertation: Expanding the predictor and criterion space to reduce adverse impact in a public sector environment Thesis: The impact of leader affect, performance expectations, and feedback in small groups
Matthew Allen (2006) (2008)	Thesis: Case-based training of strategic planning skills: The role of case features and individual differences Dissertation: Skill acquisition in the complex, ill-defined domain of leadership: The role of discussion, guidance, and case frequency in case methods of instruction
Ethan Waples (2006) (2008)	Thesis: Emotions conveyed in leader visions and their impact on follower perceptions, performance, congruence, and trust Dissertation: Discrete emotional experiences: Their impact on leader attitudes and performance

Vykinta Kligyte (2008)	Dissertation: The influence of emotions and emotion regulation strategies on ethical decision-making
Jason Hill (2007)	Thesis: The impact of leader sanctioned and unsanctioned political tactics on subordinate affect, justice perceptions, and performance
Amanda Angie (2008)	Dissertation: The influence of discrete emotions on judgment and decision making: A meta-analytic review
Josh Davis (2009)	Dissertation: A measure of emotion regulation preference: Initial validation evidence
Chase Thiel (2010) (2012)	Thesis: Leadership and emotion for complex tasks: Different emotions, different strategies Dissertation: Leader empathy, emotion regulation, and follower outcomes.
Jennifer Griffith (2013)	Thesis: Comparing distraction and cognitive reappraisal emotion regulation strategies in dealing with task and social-based conflict in groups. Dissertation: Emotional displays and influence tactics in charismatic, ideological, and pragmatic leaders
Juandre Peacock (2013)	Thesis: Competitive climate and ethical decision making
Zhanna Bagdasarov (2014)	Dissertation: Leader affective displays and recovering from breaches of organizational trust.
James Johnson (2013) (2014)	Thesis: Joint influences of moral emotions and moral disengagement on ethical decision making Dissertation: Leader moral disengagement and political tactics and how these influence follower ethical behavior.
Genevieve Johnson (2013) (2015)	Thesis: The impact of leader displays of disappointment vs. anger: the moderating roles of power distance Dissertation: Effects of guilt and shame on ethical sensemaking and ethical decisions.
Rahul Chauhan (2016)	Dissertation: Social media and ethics: The role of context and personality
Alisha Ness (2016) (2018)	Thesis: The role of importance and controllability of causes and constraints in ethical decision-making Dissertation: Emotions and Cognitive Biases: How confirmation bias mediates the relationship between emotions and ethical sensemaking
Brett Torrence (2017) (2019)	Thesis: Adaptive and maladaptive emotion regulation for leadership Dissertation: Mixed leader emotions and situational uncertainty: A good match for followers?
Megan Turner (2018) (2020)	Thesis: Conflict, Justice, and Downsizing threat: Influences on Organizational Citizenship Behavior withdrawal

	Dissertation: Helping in the eyes of the beholder: The impact of OCB type and fluctuation in OCB on coworker perceptions and evaluations of helpful employees.
Chanda Sanders (2020)	Dissertation: Communication, Constraints, and Moral Intensity: A Study in Decision-Making Processes and Ethical Outcomes.
Keith Strasbaugh (2019) (2022)	Thesis: Anger and anxiety influences on idea generation and idea evaluation. Dissertation: Unmasking the Effects of Social Identity, Polarization, and Anger on Information Processing and Attitudes: An Exploration into the 'Mask Debate' of COVID-19 on Twitter
Marina Mery (2020) (2022)	Thesis: Social media and ethical decision-making: The roles of polarization and empathy Dissertation: Misinformation and Information Gathering in Creative Problem-Solving
Divya Patel (2020)	Thesis: Charismatic leadership and the influence of negative emotions, values, and organizational culture on follower perceptions and performance.
Alex Brunot (2020)	Thesis: Charismatic leadership and the influence of negative emotions, channeling behavior and goal discrepancy on follower perceptions and performance.
Ares Boira-Lopez (2021)	First year project: Collective leadership in CIP leaders
Cecelia Gordon	First year project: Destructive leaders, shared mental models, and follower core self-evaluation: effects on ethical decision-making
Joseph Stewart	First year project: Destructive leaders, uncertain followers, and lack of accountability: Effects on ethical decision-making
Josie Koubek	Impact of using generative AI on creative tasks
Rachel Detherege	Evaluating trust in AI: Mediation effects of perceptions of ethical dimensions of AI

### **Doctoral Committee Member**

I have also served on over 80 dissertation committees within and outside of the Department of Psychology

### **Undergraduate Honors Theses and McNair Projects**

Desi Vasquez	Individual variables that affect the efficacy of case-based training (honors thesis)
Nathan Todd	The development of a wisdom background data instrument based on the biblical book of proverbs (honors thesis)
Jennifer Seigler	Potential confounds in truth and deception assessment in verbal statements (honors thesis)
Letha Allen	Wisdom and political leadership. (honors thesis)
Meitra Doty	Ideological leaders and emotional expression (honors thesis)
Jeremiah Brown	Affective reactions to leaders use of sanctioned and unsanctioned political tactics (honors thesis)
Leslie Allison	The effects of case features on learning and applying leadership skills (honors thesis)

Candace Nelson	Emotional intelligence and its' relationship to leadership, job satisfaction, and performance (McNair project)
Alison O'Dell	Moral sensitivity and ethical decision-making of leaders (honors thesis)
Chelsee Aguirre	Effects of gender differences and emotion in leadership (McNair project)
Akriti Jalla	Ethical issues in the medical profession: Differences across medical school, residency, and practice career phases. (honors thesis)
Avery Videll	Job Crafting and the Role of Social Support in Enabling Job Crafting in Insecurely Attached Workers (honors thesis)
Alan Jacobs	The Moderating Role of McDonaldization on the Relationship between Moral Distress and Quality of Patient Care (honors thesis)
Ella Brinkman	Mental health of youth: Impact of social media and digital media