



RONALD F. PICCOLO, Ph.D.

University of Central Florida

College of Business, Department of Management

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[Research Profile](#) | [Professional Bio](#)

ACADEMIC POSITIONS

University of Central Florida | *College of Business* | *Office of the President* | Orlando, Florida

2022 – Present	Interim VP for Advancement; Interim CEO of the UCF Foundation; Special Advisor to the UCF President and to the Senior Vice President for Advancement & Partnerships
2016 – Present	Galloway Professor of Management
2016 – 2022	Chair, Department of Management
2021 – 2022	Special Advisor for Strategic Planning to UCF President Alexander Cartwright
2021 – 2022	Interim Director, DeVos Sports Business Management Program
2020 – 2022	University Liaison to Osceola County, Florida and BRIDG
2005 – 2009	Assistant Professor of Management

Rollins College | *Crummer Graduate School of Business* | Winter Park, Florida

2013 – 2016	Cornell Professor of Management
2009 – 2016	Academic Director, Center for Leadership Development & Executive Education
2009 – 2013	Associate Professor of Management

BOARDS OF DIRECTORS

2022 – Present	1858 Capital Partners
2022 – Present	Orlando Tech Council
2019 – Present	Academy of Management, Organizational Behavior Division
2021 – Present	Hispanic Chamber of Commerce of Metro Orlando
2013 – 2022	Heart of Florida United Way
2020 – 2021	BRIDG
2018 – 2021	Orlando Repertory Theatre
2012 – 2020	Central Florida YMCA
2008 – 2012	Habitat for Humanity – Orlando

EDUCATION

Ph.D	University of Florida , Gainesville, Florida <i>Warrington College of Business, Department of Management, 2005</i>
MBA	Rollins College , Winter Park, Florida, <i>Crummer Graduate School of Business, 1999</i>
B.S.	Stetson University , DeLand, Florida, Major: Mathematics, 1993

ACADEMIC LEADERSHIP EXPERIENCE

University of Central Florida | Orlando, Florida

2022 – Present. **Special Advisor** to the UCF President and to the Senior VP for Advancement & Partnerships

- Lead a campus wide effort to create a university-level Office of Partnerships that oversees multilateral engagements with corporate, industrial, and public sector partners
- Advise on the development of a comprehensive, holistic, enterprise-level approach to academic-industrial partnerships ranging from local, limited, transactional engagements with small to midsize firms, to long-term, interdependent, collaborative partnerships with global industry leaders
- Foster development plans that fuel research in the university's areas of strategic focus
- Introduced a system for coordinated and collaborative engagements in diverse university functions including research, advancement, academic affairs, facilities, business services, athletics, career services, student development, and continuing education
- Established criteria for measuring return-on-investment in the partnership function

2022 (June – September). **Interim VP for Advancement; Interim CEO of the UCF Foundation**

- Led the university's Office of Advancement with 120+ professional development officers and staff
- Participated in donor identification, cultivation, and solicitation
- Co-created annual fundraising objectives and plans with academic deans, development officers, and university leaders
- Helped close major gifts for Athletics (>\$19M) and Colleges of Nursing (\$10M), Business (\$2.5M), and Engineering (>\$3M)
- Oversaw UCF's Foundation, which manages assets valued at \$430M+
- Participated in comprehensive space utilization study including Foundation owned real estate

2021 – 2022. **Special Advisor for Strategic Planning** | Office of the President

- Facilitated the development of a comprehensive, enterprise-level [strategic plan](#) on behalf of UCF President Alexander Cartwright and Board of Trustees Chair Alex Martins
- Led high-level audit of university financial performance, program and student outcomes, and research
- Partnered with faculty senate to conduct ten (10) forums for faculty input and counsel
- Consulted with students, academic deans, university leaders, donors, and Board members
- Led 15-person ad hoc planning committee composed of students, faculty, and staff representing faculty senate, research, academic affairs, student development and career services, government relations, facilities, advancement, and alumni relations
- Presented the strategic plan for review and approval by the university's Board of Trustees

2016 – 2022. **Chair, Department of Management** | College of Business

- Led administration and development of department with over thirty faculty and staff
- Managed department's foundation and operating budget
- Recruited and managed diverse adjunct and clinical faculty
- Led department-level fundraising efforts in coordination with university and college advancement staff
- Helped secure funding for specialized, industry-specific student experience (\$125K), faculty research support (\$90K), Latin-American & Caribbean student scholarships (\$2,500), operational support for Center for Entrepreneurial Leadership (>\$2M), and corporate sponsorships (>\$250K)
- Participated in donor identification, cultivation, and solicitation including proposals for endowed chair in economics (\$5M), naming opportunity for programs in entrepreneurship (\$12M), support for high achieving Pell eligible scholars (\$50K), and development of student venture accelerator program (\$2M)
- Led redesign of undergraduate major including development of certificates in HR and entrepreneurship
- Facilitated revision of curriculum and pedagogical approach in two graduate programs: PMSM-Human Resources and PMSM-Business Analytics
- Supported student recruitment and curriculum updates in UCF's MBA programs
- Facilitated the design, approval, and administration of a new graduate program in entrepreneurship
- Developed a hybrid, engaged learning experience for the College's core courses
- Updated the criteria for faculty evaluation
- Increased the number of undergraduate management majors
- Grew enrollments in the PMSM-HR program, and in the department's elective courses and undergraduate certificate programs
- Developed and managed a [Board of Advisors](#) for the department
- Led update to program-level student learning objectives and AACSB accreditation
- Served as acting Chair for faculty promotions in three separate departments: Management, Marketing, and Sports Business
- Chaired 5-year evaluation committees for department chairs in Accounting and Integrated Business
- Helped secure industry partnerships with ADP, SHRM, and NBCUniversal
- Launched the [Human Capital Management Academy](#) with ADP
- Co-chaired the College of Business' strategic planning process
- Promoted and administered the [Latin American-Caribbean Scholarship](#) for management majors
- Supported faculty research and the department's [Ph.D. program](#)

2021 – 2022. **Interim Director, DeVos Sports Business Management Program** | College of Business

- Led administration of nationally recognized [graduate program](#) offering dual degrees (MBA and MSBM)
- Facilitated review and revision of core curriculum including integration of high impact learning practices, internships, student research, and applied consulting projects with professional sports teams (e.g., Orlando Magic, Orlando City Soccer Club)
- Supported onboarding of new permanent Director

2020 – 2022. **University Liaison** to Osceola County, Florida and [BRIDG](#) | Office of the President

- Served on behalf of President Alexander Cartwright as liaison to Osceola County, Florida and BRIDG, a boutique microelectronics and advanced packaging design, prototyping, and manufacturing facility
- Supported the university's comprehensive investment in an applied research consortium
- Coordinated the university's multilateral engagements including finance, human resources, contracting, facilities, research, government relations, and advancement
- Negotiated with public, private, and industrial partners to maintain operations when state supported funding model was disrupted
- Oversaw exit of UCF as operating entity
- Convened multiple units in the university to partner on successful \$50.8M [federal grant application](#).

Rollins College | Crummer Graduate School of Business | Winter Park, Florida

2009 – 2016. **Academic Director**, Centers for Leadership Development and Executive Education.

- Oversaw administration of two professional centers of excellence
- Led design of comprehensive leadership development programming
- Supported development and administration of a comprehensive map of MBA curriculum to 1) identify goals for pedagogy and course content, 2) provide assessment of alignment between school's mission and curriculum, 3) develop integrative model of curriculum and student assessment of learning
- Assessed, analyzed, and reported on leadership development of full-time MBA students for a 5-year report to AACSB

PUBLICATIONS IN REFEREED JOURNALS

Johnson, S. K., & **Piccolo, R. F.** (2022). Editorial, Special Issue: Leadership through the COVID-19 pandemic. *Journal of Leadership & Organizational Studies*, 29, 173-175.

Buengeler, C., **Piccolo, R. F.**, & Locklear, L. (2021). [LMX differentiation and group outcomes: A framework and review drawing on group diversity insights](#). *Journal of Management*, 47, 260-287.

Ziegert, J., Mayer, D. M., **Piccolo, R. F.**, & Graham, K. (2021). [Collectivistic leadership in context: An examination of how and when collective charismatic leadership realties to unit functioning](#). *Journal of Leadership and Organizational Studies*, 28, 112-136.

Humphrey, R., De Massis, A., Picone, P. M., Tang, Y., & **Piccolo, R. F.** (2021). [The Psychological Foundations of Management in Family Firms: Emotions, Memories, and Experiences](#). *Family Business Review*, 34, 122-131.

Picone, P. M., De Massis, A., Tang, Y., & **Piccolo, R. F.** (2021). [The psychological foundations of management in family firms: Values, biases, and heuristics](#). *Family Business Review*, 34, 12-32.

Chen, X., Latham, G. P., **Piccolo, R. F.**, & Itzchakov, G. (2021a). [An enumerative review and a meta-analysis of primed goal effects on organizational behavior](#). *Applied Psychology: An International Review*, 70, 216-253.

Chen, X., Latham, G. P., **Piccolo, R. F.**, & Itzchakov, G. (2021b). [Advancing primed goal research in organizational behavior](#). *Applied Psychology: An International Review*, 70, 275-279.

- Hiller, N., Piccolo, R. F., & Zaccaro, S. (2020). [Economic assumptions and economic context: Implications for the study of leadership](#). *Leadership Quarterly*, 31, 101352.
- Lee, J., Wang, G., & Piccolo, R. F. (2018). [Jekyll and Hyde leadership: A multi-level, multi-sample examination of charisma and abuse on follower and team outcomes](#). *Journal of Leadership and Organizational Studies*, 25, 299-315.
- Ford, R. F., Piccolo, R. F., & Ford, L. R. (2017). [Strategies for building effective teams: Trust is key](#). *Business Horizons*, 60, 25-34.
- Bruque, S., Fuentes, J. M., & Piccolo, R. F. (2016). [OCB and external-internal social networks: Effects on individual performance and adaptation to change](#). *International Journal of Human Resource Management*, 27, 1-22.
- Greenbaum, R. L., Bardes, M., & Piccolo, R. F. (2015). [When leaders fail to “walk the talk”: An examination of perceptions of leader hypocrisy](#). *Journal of Management*, 41, 929-956.
- Piccolo, R. F., Bono, J., Heinitz, K., Rowold, J., Duehr, E., & Judge, T. A. (2012). [The relative impact of complementary leader behaviors: Which matter most?](#) *Leadership Quarterly*, 23, 567-581. **Finalist, 2012 Editor’s choice for Best Paper in Leadership Quarterly.**
- Colquitt, J. A., LePine, J. A., Piccolo, R. F., Rich, B. L., Zapata-Phelan, C. (2012). [Explaining the justice-performance relationship: Trust as exchange deepener or trust as uncertainty reducer?](#) *Journal of Applied Psychology*, 97, 1-15.
- Consiglio, C., Allesandri, G., Borgogni, L., & Piccolo, R. F. (2012). [Framing work competencies through personality traits](#). *European Journal of Personality Assessment*, 1-9.
- Latham, G. P., & Piccolo, R. F. (2012). [The effect of context specific versus nonspecific subconscious goals on employee performance](#). *Human Resources Management*, 51, 535-548.
- Hoffman, B. J., Williams, B., Piccolo, R. F., & Sutton, A. (2011). [Person-organization value congruence: How transformational leaders influence work group effectiveness](#). *Academy of Management Journal*, 54, 779-796.
- Hodge, M. M., & Piccolo, R. F. (2011). [Nonprofit board effectiveness, private philanthropy, and financial vulnerability](#). *Public Administration Quarterly*, 35, 520-550.
- Piccolo, R. F., Greenbaum, R., den Hartog, D., & Folger, R. (2010). [The relationship between ethical leadership and core job characteristics](#). *Journal of Organizational Behavior*, 31, 259-278.
- Judge, T. A., Piccolo, R. F., Podsakoff, N., Shaw, T., & Rich, B. L. (2010). [The relationship between pay and job satisfaction: A meta-analysis](#). *Journal of Vocational Behavior*, 77, 157-167.
- Judge, T. A., & Piccolo, R. F., & Kosalka, T. A. (2009). [The bright and dark sides of leader traits: A review and theoretical extension of the leader trait paradigm](#). *Leadership Quarterly*, 20, 855-875. **Finalist, 2009 Editor’s choice for Best Paper in Leadership Quarterly. Winner, 2019 Decennial Article Influence Award.**
- Salas, E., Wildman, J. L., Piccolo, R. F. (2009). [Using simulation-based training to enhance management education](#). *Academy of Management Learning & Education*, 8, 559–573.
- LePine, J. A., Piccolo, R. F., Jackson, C., Mathieu, J., & Saul, J. (2008). [A meta-analysis of teamwork processes: tests of a multidimensional model and relationships with team effectiveness criteria](#). *Personnel Psychology*, 61, 273-307.

- Piccolo, R. F., Bardes, M., Mayer, D. M., & Judge, T. A. (2008). [Does high quality leader-member exchange accentuate or attenuate organizational injustice?](#) *European Journal of Work and Organizational Psychology*, 17, 273-298.
- Mayer, D. M., Bardes, M., & Piccolo, R. F. (2008). [Do servant leaders satisfy follower needs? An organizational justice perspective.](#) *European Journal of Work and Organizational Psychology*, 17, 180-197.
- Kammeyer-Mueller, J. D., Judge, T. A., & Piccolo, R. F. (2008). [Self-esteem and extrinsic career success: Test of a dynamic model.](#) *Applied Psychology: An International Review*, 57, 204-224.
- Piccolo, R. F. (2008). Book Review: [Gross National Happiness: Why Happiness Matters for America—And How We Can Get More of It by Arthur C. Brooks.](#) *Personnel Psychology*, 61, 939-942.
- Piccolo, R. F., & Colquitt, J. A. (2006). [Transformational leadership and job behaviors: The mediating role of job characteristics.](#) *Academy of Management Journal*, 49, 327-340. [Google Scholar "Classic Paper" in Human Resources & Organizations.](#)
- Piccolo, R. F., Judge, T. A., Takahashi, K., Watanabe, N., & Locke, E. A. (2005). [Core self-evaluations in Japan: Relative effects on job satisfaction, life satisfaction, happiness, and dysfunctional thinking.](#) *Journal of Organizational Behavior*, 26, 965-984.
- Hodge, M. A., & Piccolo, R. F. (2005). [Funding structure, board involvement, and financial vulnerability in non-profits: A test of resource dependence.](#) *Nonprofit Management & Leadership*, 16, 171-190. **Winner of the 2007 Editor's Prize for the Best Scholarly Paper in Nonprofit Management and Leadership.**
- Judge, T. A. & Piccolo, R. F. (2004). [Transformational and transactional leadership: A meta-analytic test of their relative validity.](#) *Journal of Applied Psychology*, 89, 755-768.
- Judge, T. A., Piccolo, R. F., & Ilies, R. (2004). [The forgotten ones?: The validity of consideration and initiating structure in leadership research.](#) *Journal of Applied Psychology*, 89, 36-51.

BOOKS & BOOK CHAPTERS

- Uhl-Bien, M., Piccolo, R. F., & Schermerhorn, J. (2023). *Organizational Behavior*, 3e. Wiley.
- Uhl-Bien, M., Piccolo, R. F., & Schermerhorn, J. (2020). *Organizational Behavior*, 2e. Wiley.
- Piccolo, R. F. & Moise, G. (2019). [Considerate Leadership.](#) In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.
- Piccolo, R. F., Buengeler, C., & Judge, T. A. (2018). [Leadership \[is\] OCB: Review of a Self-Evident Link](#) (pp. 297-316). In P. M. Podsakoff, S. B. MacKenzie, and N. P. Podsakoff (Eds). *Handbook of Organizational Citizenship Behavior*. New York, NY: Oxford University Press.
- Uhl-Bien, M., Piccolo, R. F., & Schermerhorn, J. (2017). *Organizational Behavior*. WileyPLUS.
- Piccolo, R. F., & Buengeler, C. (2013). Leadership and goal setting (pp. 357-374). In E. A. Locke & G. P. Latham (Eds.), [New Developments in Goal Setting and Task Performance](#). New York: Psychology Press.
- Adams, J. B., Dust, S. B., Piccolo, R. F. (2013). Approaches to minimizing choking. In A. DuBrin (Ed.), [The Handbook of Research on Crisis Leadership in Organizations](#). Northampton, MA: Edward Elgar Publishing.
- Piccolo, R. F., & Judge, T. A. (2013). Die positive und negative Seiten von Eigenschaften bei Führungspersonen. In W. Sarges (Ed.), *Management-diagnostik*. Gottingen: Hogrefe Verlag.
- Piccolo, R. F., Greenbaum, R., Eissa, G. (2012). [Ethical leadership and core job characteristics: Designing jobs for](#)

[well-being](#) (pp. 291-305). In N. Reilly, M. J. Sirgy, & C. A. Gorman (Eds.), *Work and Quality of Life: Ethical Practices in Organizations*. New York: Springer Publishers.

Piccolo, R. F., & Buengeler, C. (2012). [Behavioral approaches to leadership](#). In R. Griffen (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

Piccolo, R. F., & Adams, J. B. (2012). Leadership in nonprofit organizations (pp. 87-127). In W. G. Rowe & M. Conway Dato-On (Eds.), [Introduction to Nonprofit Management and Leadership: Text and Cases](#). Thousand Oaks, CA: Sage Publications.

Piccolo, R. F., & Bardes, M. (2011). Cultural Due Diligence (pp 223-241). In H. K. Baker & H. Kiyamaz (Eds.), [The Art of Capital Restructuring: Creating Shareholder Value through Mergers and Acquisitions](#). Hoboken, NJ: Wiley.

Bardes, M., & **Piccolo, R. F.** (2010). Aspects of goals and reward systems as antecedents of destructive leadership. In B. Schyns & T. Hansbrough (Eds.), [When Leadership Goes Wrong: Destructive Leadership, Mistakes, and Ethical Failures](#). Greenwich, CT: Information Age Publishing.

Piccolo, R. F., Judge, T. A., & Tosi, H. (2007). Charismatic leadership. In J. R. Bailey & S. Clegg (Eds.), [International Encyclopedia of Organization Studies](#). Thousand Oaks, CA: Sage Publications.

Mayer, D. M., & **Piccolo, R. F.** (2006). Expanding the scope: Social network and multilevel perspectives on leader-member exchange. In G. Graen (Ed.) [LMX Leadership: The Series, Sharing Network Leadership \(SNL\)](#), vol. 4. Greenwich, CT: Information Age Publishing, Inc.

RESEARCH IN PROGRESS

Crossley, C., D., Taylor, S. G., Liden, R., Wo, D. X. H., & **Piccolo, R. F.** Right From the Start: The Association Between Ethical Leadership, Newcomer Trust, and Customer Loyalty.

Piccolo, R. F., Priesemuth, M., Greenbaum, R. L., & Johnson, M. Estimating the subjective nature of job perceptions.

Piccolo, R. F., & Mariadoss, B. J. The effect of LMX differentiation on team-process and performance: A multi-level investigation.

Cavaretta, F. L., Hannah, S., & **Piccolo, R. F.** Leadership beyond the tipping point: Toward the discovery of inversions and complementary hypotheses. [link](#)

PAPER PRESENTATIONS

Lassu, R. A., Allen, J. S., & **Piccolo, R. F.** (2017, August). Job Design and Leadership Support for Social Well-Being. In J. S. Allen and R. A. Lassu (Chairs), *Job Design Characteristics and Well-Being*. Paper presented and the annual meeting of the Academy of Management, Atlanta, GA.

Wang, G., Hyun Lee, J., & **Piccolo, R. F.** (2017, August). Jekyll and Hyde Leadership: Servant and Abusive Leadership Effects on Team Outcomes. In C. Buengeler (Chair), *How Servant Leaders Make a Difference: Mechanisms and Outcomes across Organizational Levels*. Paper presented and the annual meeting of the Academy of Management, Atlanta, GA. [Academy of Management Proceedings](#).

Piccolo, R. F., Buengeler, C., & Judge, T. A. (2016, August). Leadership and OCB: Going above and beyond. In N. P. Podsakoff & T. M. Martinez (Chairs), *Traditional Predictors of OCB: Reviews and Recommendations for Future Research*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Conway Dato-on, M., Banerjee, S., Gupta, P. D., Adams, J. B., **Piccolo, R. F.** (2016, August). Team Function and Dysfunction across Culture: A comparison of Indian and U.S. MBA Students. In R. Piccolo (Chair), *Cross*

Cultural Examinations of Team Process Models. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Cavaretta, F., **Piccolo, R. F.**, & Uhl-Bien, M. (2015, August). [Leadership Beyond the Tipping Point: Discovering Inversions and Complementary Hypotheses](#). In K. M. Sweet (Chair), *Limits of LMX*. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Rice, D., Folger, R., Taylor, S. G., Crossley, C. D., & **Piccolo, R. F.** (2015, August). Too Focused and Too Stressed: The Backfiring Effect of Placing Ethical Leadership on the Backburner. In M. J. Quade & R. L. Greenbaum (Chairs), *When Only Outcomes Matter: New Perspectives on Bottom-Line Mentality Research*. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Kegel, P., Moniz, M., **Piccolo, R. F.**, & Shoeibi, A. (2015, August). A brief summary of Big Data applications in social science. In R. F. Piccolo & C. Buengeler (Chairs), *Big Data in Team Research: Applications, Techniques, and Implications*. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Buengeler, C., **Piccolo, R. F.**, & Voelpel, S. V. (2015, May). Blessing or curse? The role of (Differentiated) individual-focused leadership in group settings. Paper presented at the 17th congress of the European Association of Work and Organizational Psychology. Oslo, Norway.

Buengeler, C., **Piccolo, R. F.**, & Voelpel, S.V. (2014, July). An optimal distinctiveness perspective on group effectiveness: The role of transformational leadership and group diversity. Poster presented at the 17th group meeting of the European Association of Social Psychology, Amsterdam, The Netherlands.

Taylor, S. G., Crossley, C. D., Hu, D. X., & **Piccolo, R. F.** (2014, May). Ethical leadership and customer loyalty over time. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Piccolo, R. F., Gilbert, E., & Bach, S. (2013, August). Approaching an implicit measure of leader identity and development. In R. F. Piccolo & D. S. DeRue (Chairs), *Who is a Leader? A Follower?: New Research on Leadership Identity in Organizations*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Piccolo, R. F., & Ford, R. C. (2012, November). Is customer service the key competency for YMCA leaders? An exploratory study. Paper presented at the annual meeting of the Southern Management Association, Ft. Lauderdale, FL.

Piccolo, R. F., Buengeler, C., & Voelpel, S. (2012, August). Measuring differentiated leadership: Differentiated approaches. In R. F. Piccolo (Chair), *Understanding Differentiated Leadership in Teams*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Buengeler, C., **Piccolo, R.F.**, & Voelpel, S. (2012, May). How group-focused, individual-focused, and differentiation in individual-focused transformational behaviors affect performance: A model of transformational leadership's effectiveness. Paper presented at the Workshop on Research Advances in Organizational Behavior and Human Resources Management, Paris, France.

Piccolo, R. F. & Latham, G. P. (2011, April). A content analysis approach to measuring subconscious motives. In N. Bowling (Chair), *Implicit Processes in Motivation*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Greenbaum, R., Bardes, M., & **Piccolo, R. F.** (2010, October). When leaders fail to "walk the talk": an examination of perceptions of leader hypocrisy. Paper presented at the annual meeting of the Southern Management Association. St. Petersburg, FL. **Winner of the Best Paper in the conference's Ethics/Social**

Issues/Diversity program track and Best Overall Conference Paper.

- Cavaretta, F. L., Hannah, S., **Piccolo, R. F.**, Uhl-Bien, M., & Kavukcu, M. (2010, August). Ordinary moderation as cues of “extra-ordinary” inversions in leadership relationships. In R. Wheatley (Chair), *New Methods and Measures for Leadership Research*. Annual meeting of the Academy of Management, Montreal, Canada.
- Greenbaum, R. L., Bardes, M., Harris, H. L., & **Piccolo, R. F.** (2010, August). Supervisor undermining: The misalignment between what employees expect and what they receive. In E. P. Karam & J. D. Nahrgang (Chairs), *Dare to be Fair: How Leaders Influence Fairness and Justice in the Workplace*. Annual meeting of the Academy of Management, Montreal, Canada.
- Bruque, S., Moyano, J., & **Piccolo, R. F.** (2010, June). OCB and open social networks in a changing environment: Effects on individual performance and adaptability. Paper presented at the annual meeting of the International Network of Business and Management Journals, Valencia, Spain.
- Piccolo, R. F.** (2010, May). [The bright and dark sides of leader traits: A Review and theoretical extension of the leader trait paradigm](#). Paper presented at the annual meeting of the [New Directions in Leadership Research Conference](#), Rotterdam School of Management, Erasmus University, Rotterdam, The Netherlands.
- Priesemuth, M., **Piccolo, R. F.**, & Grant, A. M. (2010, April). Estimating the subjective nature of job perceptions. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Bardes, M., & **Piccolo, R. F.** (2009, November). Goal setting and destructive leader behaviors. Paper presented at the annual meeting of the Southern Management Association, Asheville, NC.
- Piccolo, R. F.**, Kosalka, T., & Crossley, C. D. (2009, August). Contingent reward, regulatory focus, and psychological capital. In T. Kosalka (Chair), *Examining the Motivation to Lead and the Motivation to Follow: Leadership and Regulatory Focus*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Grant, A. M., Berry, J., **Piccolo, R. F.**, Priesemuth, M., & Mayer, D. M. (2009, August). The necessity of others is the mother of innovation: Prosocial-intrinsic motivations and creativity. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Piccolo, R. F.**, Mayer, D. M., & Ziegert, J. C. (2009, April). LMX differentiation as a detriment to group functioning. In M. T. Dasborough & H. H. Tse (Chairs), *Meso-Paradigm Modeling of Leadership*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Piccolo, R. F.**, & Latham, G. P. (2009, April). An experimental examination of subconsciously primed goals. In A. Stajkovich (Chair), *Subconscious Goals: Self-Efficacy, Need for Achievement: The Latest Priming Research*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Latham, G. P., & **Piccolo, R. F.** (2009, April). The effect of a specific versus a nonspecific subconscious goal. In A. Stajkovich (Chair), *Subconscious Goals: Self-Efficacy, Need for Achievement: The Latest Priming Research*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Ziegert, J. C., Mayer, D. M., & **Piccolo, R. F.** (2009, April). Context matters: Examining contextual influences on shared leadership. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA. **Recognized as one of the 2009 SIOP Conference’s Top Rated Posters.**
- Hoffman, B. J., Williams, A., & **Piccolo, R. F.** (2008, August). Value congruence as a mechanism underlying the

- impact of transformational leadership. In G. A. Hrivnak Jr. (Chair), *Focus on Followers*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Mayer, D. M., Erdogan, B., & **Piccolo, R. F.** (2008, August). Does LMX differentiation help or hinder group processes and performance? In J. Nahrgang & C. C. Rosen (Chairs), *Novel Questions (and Answers) Concerning Leader-Member Exchange*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Greenbaum, R. L., **Piccolo, R. F.**, & den Hartog, D. N. (2008, August). Task significance as a motivational mechanism in the ethical leadership process. In M. Gagne (Chair), *New Issues in Motivation*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Heinitz, K., **Piccolo, R. F.**, Bono, J., Rowold, J., & Judge, T. A. (2008, June). Examining the five factor model of leadership behavior. Paper presented at the XXIX International Congress of Psychology, Berlin, Germany. Abstract published in the *International Journal of Psychology*, 43, 541.
- Bardes, M., **Piccolo, R. F.**, Mayer, D. M., & Judge, T. A. (2008, April). Does high quality leader-member exchange accentuate or attenuate organizational injustice? In D. van Knippenberg & D. De Cremer (Chairs), *Integrating Leadership and Organizational Justice: The Next Phase*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Mayer, D. M., Bardes, M., & **Piccolo, R. F.** (2008, April). Do servant leaders satisfy follower needs? An organizational justice perspective. In D. van Knippenberg & D. De Cremer (Chairs), *Integrating Leadership and Organizational Justice: The Next Phase*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Wang, M., Songqi, L., **Piccolo, R. F.**, Shi, J., & Zhan, Y. (2008, April). Core self-evaluation in China: Predicting job satisfaction and job performance. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Zeigert, J. C., Mayer, D. M., & **Piccolo, R. F.** (2008, April). Sharing leadership: Examining vertical and shared charisma in organizations. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Bardes, M., & **Piccolo, R. F.** (2007, November). The apple doesn't fall far from the tree: The cascading effect of charismatic leadership. Paper presented at the annual meeting of the Southern Management Association, Nashville, TN.
- Bardes, M., & **Piccolo, R. F.** (2007, November). Transformational leadership and followers' creative thinking: The mediating effects of positive and negative affective states. Paper presented at the annual meeting of the Southern Management Association, Nashville, TN.
- Piccolo, R. F.**, Zapata-Phelan, C. P., LePine, J. A., Colquitt, J. A., & Rich, B. L. (2007, August). Justice and performance: Trust as social exchange or trust as uncertainty reduction? In R. J. Lewicki (Chair), *Justice and Trust: Disentangling Their Connection*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Piccolo, R. F.**, Bono, J. E., & Judge, T. A. (2007, August). A re-consideration of the augmentation effect. In N. P. Podsakoff and P. M. Podsakoff (Chairs), *Emerging Issues in the Study of Transactional Leadership Behavior*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Piccolo, R. F.**, Bono, J. E., Judge, T. A., Duehr, E. E., & Muros, J. P. (2007, April). Which leader behaviors matter most? Comparing dimensions of the LBDQ and MLQ. In J. P. Campbell and M. J. Benson (Chairs), *Predicting Leadership: The Good, the Bad, the Different, the Unnecessary*. Paper presented at the annual meeting of the

Society of Industrial and Organizational Psychology, New York, NY.

Mayer, D., & **Piccolo, R. F.** (2006, August). Context and leader-member exchange: A review and integration of network and multilevel perspectives . In R. F. Piccolo (Chair), *Leader-Member Relationships*. Annual meeting of the Academy of Management, Atlanta, GA.

Hodge, M. A., & **Piccolo, R. F.** (2006, August). Board effectiveness and Financial Vulnerability. In R. F. Piccolo (Chair), *Within- and Across-Organization Building: A New Role for Board Members*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Piccolo, R. F., Judge, T. A., & Erez, A. (2006, May). Leadership's Influence on Risk Perceptions: A Matter of Framing? In N. Ashkanasy, H. Tse, & M. Dasborough (Chairs), *Leaders and Followers: How Social Exchanges and Influence Impact Outcomes*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.

Piccolo, R. F., Livingston, B. A., Schilpzand, P., & Judge, T. A. (2006, May). Exploring the dispositional source of risk preference. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.

Piccolo, R. F., Judge, T. A., Podsakoff, N. P., Rich, B. L., & Shaw, J. C. (2005, August). Money can't buy happiness (or satisfaction). In J. J. Martocchio (Chair), *Perspectives on Employee Rewards and Pay Systems*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Piccolo, R. F., LePine, J. A., & Jackson, C. (2005, April). Group process and group outcomes: Not much more than member's citizenship behavior. In D. W. Organ (Chair), *Off the Beaten Path: Investigations Into Neglected OCB Topics*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Miliffe, K., **Piccolo, R. F.**, Judge, T. A. (2005, April). Transformational leadership, consideration, and initiating structure: Estimates of relative validity. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Piccolo, R. F. & Hodge, M. M. (2004, August). Funding source and board involvement in nonprofits: A test of resource dependence. Poster presented at the annual meeting of the Academy of Management, New Orleans, LA.

Piccolo, R. F. & Judge, T. A. (2004, April). Core self-evaluations in Japan: Effects of job and life satisfaction. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kammeyer-Mueller, J. D., Judge, T. A., & **Piccolo, R. F.** (2004, April). Self-esteem and career success: Examining reciprocal effects. In R. Piccolo (Chair), *Reconsidering the Outcomes of a Positive Self-Concept*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Piccolo, R. F. & Colquitt, J. A. (2004, April). Using Organizational Support and Job Characteristics to Explain Transformational Leadership. Poster presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

Piccolo, R. F., Judge, T.A., & Ilies, R. (2003, April). The Ohio State studies: Consideration and initiating structure revisited. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Colquitt, J.A., Lepine, J.A., Rich, B.L., & **Piccolo, R.F.** (2003, April). Organizational Justice and Trust: Relationships with Job Satisfaction and Withdrawal, In J. A. Colquitt (Chair), *Testing New Theories of*

Organizational Justice. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

SYMPOSIA, CONSORTIA, AND PROFESSIONAL DEVELOPMENT WORKSHOPS

Panelist (2022, August). *Leadership Development*. HR Division Research Roundtable at the annual meeting of the Academy of Management, Seattle, WA.

Moderator (2020, August). “Best Places to Work” panel discussion among honorees. *Orlando Business Journal*.

Panelist (2020, August). *Effective Teaching*. HR Doctoral Consortium at the annual meeting of the Academy of Management.

Panelist (2019, November). *Leadership Lessons*. UCF’s Office of Diversity and Inclusion. Discussion with the 2019-20 Class of the Leadership Empowerment Program (LEP), Orlando, FL.

Co-Presenter (Stephen Zaccaro; 2019, August). Economic Context in Leadership Research. In J. I. Stoker & H. Garretson (Chairs), *Leadership Meets Economics: Opportunities, Challenges, and the Road Ahead*. Professional Development Workshop at the annual meeting of the Academy of Management, Boston, MA.

Panelist (2019, August). *Leadership development and coaching*. HR Research Roundtable Forum at the annual meeting of the Academy of Management, Boston, MA.

Panelist (2019, August). *Effective teaching*. HR Division Late-Stage Doctoral Consortium at the annual meeting of the Academy of Management, Boston, MA.

Panelist (2017, August). *Psychological Foundations of Management 3.0: Bridging the Macro and Micro Divide on Leadership*. Annual meeting of the Academy of Management, Atlanta, GA.

Symposium Chair (2016, August). *Cross Cultural Examinations of Team Process Models*. Annual meeting of the Academy of Management, Anaheim, CA.

Panelist (2016, August). *Bridging the Science-Practice Gap: How to Translate Research for Practitioners and the Public*. Annual meeting of the Academy of Management, Anaheim, CA.

Panelist (2016, August). *Translating Scholarship Into Practice – Which Comes First: Theory or Practice?* Annual meeting of the Academy of Management, Anaheim, CA.

Symposium Co-Chair (Claudia Buengeler; 2015, August). *Big Data in Team Research: Applications, Techniques, and Implications*. Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Panelist (2014, November). *Nonprofit MIS-management*. Young Nonprofit Professionals Network, Orlando, FL.

Panelist (2014, August). *What does “Having it All” Really Mean? Enriching the Discussion to Empower the Answers to Questions of Balance in Academia*. Hosted by the Careers Division at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Symposium Co-Chair (D. S. DeRue; 2013, August). *Who is a Leader? A Follower?: New Research on Leadership Identity in Organizations*. Annual Meeting of the Academy of Management, Orlando, FL. [Academy of Management Proceedings](#).

Symposium Chair and Moderator (2013, August). *Then and Now (in Management Research)*. Hosted by the Management History Division at the annual meeting of the Academy of Management, Orlando, FL.

Panelist and Presenter (2012, November). *Rules of Engagement*. Professional Development Institute at the

annual meeting of the Southern Management Association, Ft. Lauderdale, FL.

Symposium Chair and Moderator (2012, August). *Then and Now (in Management Research)*. Hosted by the Management History Division at the annual meeting of the Academy of Management, Boston, MA.

Symposium Chair (2012, August). *Understanding Differentiated Leadership in Teams*. Annual Meeting of the Academy of Management, Boston, MA.

Symposium Co-Chair (W. Bedwell; 2012, June). *Teaching Teamwork: Integrating Innovative Science into the Classroom*. Annual meeting of the American Psychological Association, Orlando, FL.

Panelist (E. Locke, G. Latham; 2011, August). In R. Ford (Moderator), *Then and Now (in Management Research)*. Hosted by the Management History Division at the annual meeting of the Academy of Management, San Antonio, TX.

Symposium Co-Chair (R. Lyons; 2011, April). *Applying Science to Improve the Teaching of Teamwork in Classrooms*. Annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Panelist, Professional Development Workshop (2010, August). In A. Grant (Chair), *The Future of Job Design*. Annual meeting of the Academy of Management, Montreal, Canada.

Symposium Discussant (2010, April). In C. Resick & D. Doty (Chairs), *Current Perspectives on Leadership in Collective Work Arrangements*. Annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Symposium Co-Chair (D. DiazGranados & M. M. Harrell; 2008, April). *Leading Destructively: A Theoretical and Empirical Examination of Destructive Leaders*. Annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Symposium Co-Chair (R. F. Klinger, 2007, April). *The Employment Interview: Constructs, Questions, and Directions for Improvement*. Annual meeting of the Society of Industrial and Organizational Psychology, New York, NY.

Discussant (2006, October) for paper by Ling, J. Group emotions: Development and test of a multilevel model. In D. H. Longstreet (Chair), *Cognition and Emotion in Groups*. Annual meeting of the Southern Management Association, Clearwater, FL.

Symposium Chair and Discussant (2006, August). *Leader-Member Relationships*. Annual meeting of the Academy of Management, Atlanta, GA.

Symposium Chair (2006, August). *Within- and Across-Organization Building: A New Role for Board Members*. Annual meeting of the Academy of Management, Atlanta, GA.

Symposium Discussant (2006, May). *What Makes a "Great" Leader? Refining the Personality-Leadership Relationship*. Annual meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.

Symposium Chair (2004, April). *Reconsidering the Outcomes of a Positive Self-Concept*. Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Symposium Facilitator. (2003, April). *Self-Evaluation, Self-Concept and Performance*. Annual meeting of the Academy of Management, Seattle, WA.

INVITED ADDRESSES, PRESENTATIONS AND CONTRIBUTIONS

Christian-Albrechts-University of Kiel (2022, December). *Goal Priming and Performance: A Research Field in Crisis?*. Institute of Business, Department of Human Resource Management and Organization. Kiel, Germany.

Christian-Albrechts-University of Kiel (2019, December). *Weaving Theory and Story into Academic Writing*. Ph.D. Seminar in the Institute of Business, Department of Human Resource Management and Organization. Kiel, Germany.

Wiley (2022, December). Instructor's Webinar. *Up Your Class Discussion Game: How to Incorporate Critical Thinking in Your Organizational Behavior Course*.

[Leadership Orlando](#) (2022, October). Class 103. *Raise Your Antenna*.

Orlando Utilities Commission (2022, May). Spring Leadership Forum. *A Macro-view of the Great Resignation*.

Florida Industrial & Organizational Psychology (2022). *Leadership and I/O in the 21st Century*.

Wiley (2021, March). [Wicked Spring Break: Unconference](#), *Integrating Alternative Assessments*.

Assured Partners (2021, March). HR Leadership Summit, *How to Lead and Communicate Effectively*.

Florida Southern University (2021, March). Florida Conference of the United Methodist Church, *Managing Change and Conflict*.

Wiley (2021, February). Teaching Today's Business Students: A Community College Workshop, *Helping Students Develop a Critical Thinking Mindset*.

Organizational Behavior Division (AOM) Doctoral Webinar: Successfully Navigating COVID-19 as a Doctoral Student (2020, April). Panelist, Virtual Webinar.

Wiley Business School Workshop: Connecting Classrooms to Careers (2020, February). *Build Communication Skills in Your Classroom*. New Orleans, LA.

Christian-Albrechts-University of Kiel (2019, December). [LMX Differentiation and Group Outcomes: Reviewed through a Group Diversity Lens](#). Institute of Business, Department of Human Resource Management and Organization. Kiel, Germany.

Christian-Albrechts-University of Kiel (2019, December). [Writing for Theory Development and Extension](#). Institute of Business, Department of Human Resource Management and Organization. Kiel, Germany.

SIOP (2019, April). *Translating Research for a Practitioner Audience*. Continuing Education Seminar, Washington, DC.

Golf Channel (2018, November). *Practicing Flexible Leadership*. Leadership development series. Orlando, FL.

Rockwell Collins Leadership Association. (2018, August). *Influence without authority*. 3rd Annual Professional Development Social. Melbourne, FL.

ESMT Berlin (2018, June). *Systematic leader adaptation: An integrated, eclectic approach*. [7th ESMT OB Conference](#). Berlin, Germany.

University of Potsdam (2018, June). *Leadership differentiation and group outcomes: A review, critical assessment, and path forward*. Potsdam Leadership Workshop. Potsdam, Germany.

Temple University (2018, April). *Leadership differentiation and group outcomes: A review, critical assessment, and path forward*. Department of Human Resource Management. Philadelphia, PA.

Quest, Inc. (2017, October). *Raise Your Antenna and Unlock the Power of Listening*. Apopka, FL.

Dean's Speaker Series (2017, February). *Raise Your Antenna: Unlock the Power of Listening*. Orlando, FL.

China Europe International Business School (2016, December). *Countervailing effects in leadership: Too much of a good thing*. CEIBS OB/HR Annual Academic Symposium, Frontiers in Leadership. Shanghai, China.

University of Florida (2016, October). *Leadership beyond the tipping point: Toward the discovery of inversions and complementary hypotheses*. Department of Management. Gainesville, FL.

Academy of Management (2016, August). *Preparing to Teach Your First Class*. OB Division, New Doctoral Student Consortium. Anaheim, CA.

Universal Studios Orlando (2016, June). *Storytelling that Moves People*. Department of Human Resources, Division of Diversity and Inclusion, "Diversity of Thought" Speaker Series. Orlando, FL.

Leadership Finance Orlando (2016, March). *Leading Through Collaboration*. Orlando, FL.

Executive MBA Council (2016, February). *Raise Your Antenna*. USA/SE Regional Meeting. Winter Park, FL.

Brown & Brown, Inc. (2016, February). *Versatility in Leadership*. Sales Leader Summit. Orlando, FL.

BASF, Inc. (2016, January). *Strategic Leadership*. Eastern Division's annual meeting. Orlando, FL.

Council of Agency Partnerships (2015, November). *Bridging the Public-Private-Social Services Divide in Central Florida Community Services*. Heart of the United Way. Orlando, FL.

Academy of Management (2015, August). *Preparing to Teach Your First Class*. OB Division, New Doctoral Student Consortium. Vancouver, British Columbia.

Center for Creative Leadership (2015, March). *Leadership beyond the tipping point: Toward the discovery of inversions and complementary hypotheses*. Brussels, Belgium.

Florida International University (2015, January). *Leadership beyond the tipping point: Toward the discovery of inversions and complementary hypotheses*. Miami, FL.

Massey Services, Inc. (2015, July). *Managing Millennials in the Workplace*. Howey-in-the-Hills, FL.

Young Nonprofit Professionals Network (2014, November). *Nonprofit MISmanagement*. Panelist.

Ruth's Chris Steakhouse (2014, October). *Personality, Communication, and Teamwork*. Marketing and Product Development. Winter Park, FL.

Leadership Finance Orlando (2014, September). *Leading Through Collaboration*. Orlando, FL.

Amsterdam Business School (2014, September). *Weaving Story into the Academic Manuscript*. Department of Human Resource Management - Organisational Behavior. The Netherlands.

Amsterdam Business School (2014, September). [Leadership and the Subjective Nature of Work](#). Department of Human Resource Management - Organisational Behavior. The Netherlands.

Academy of Management (2014, August). *Preparing to Teach Your First Class*. OB Division, New Doctoral Student Consortium. Philadelphia, PA.

Academy of Management (2014, August). *Teaching Effectiveness: Rules of Engagement*. OB Division, Doctoral Student Consortium. Philadelphia, PA.

Orlando, Inc. (2014, July). *Assessing the Heart of Florida United Way's Community Impact Model*. Orlando, FL.

Synergy Settlements (2014, July). *Influence without Authority*. Orlando, FL.

Greater Orlando Organization Development (GOOD) Network (2014, February). *Influence without Authority*.

Rollins College (2013). *Using Wordpress and Twitter to Enhance Student Engagement*. Professor-to-Professor Learning Series.

Association of Latino Professionals in Finance and Accounting (ALPFA; 2013, November). *Raise Your Antenna to be a Creative and Adaptive Leader*. ALPFA Orlando Leadership & Professional Development Summit.

Crummer Consulting Group (2013, September), *A Macro View on the Consulting Industry*. Winter Park, FL.

Academy of Management (2013, August), *Preparing to Teach Your First Class*. OB Division, New Doctoral Student Consortium. Orlando, FL.

Academy of Management (2013, August), *Teaching Effectiveness: Rules of Engagement*. OB Division, Doctoral Student Consortium. Orlando, FL.

Jacobs University (2013, May). *Research Linking Leadership and Subconscious Goal Setting*. School of Humanities and Social Sciences Lecture Series. [link](#)

Central Florida Financial Leadership Summit (2013, May). *Shaping Culture for Organizational Effectiveness*.

Rollins College (2013, April). *Subconscious Goals and Work Performance*. Interdisciplinary Scholarship Series.

University of Central Florida (2013, March). *Trends in Leadership Research*. Department of Management

University of Central Florida (2013, January). *Studies of Priming the Subconscious at Work*. I/O Psychology.

Southern Management Association (2012, November). *Rules of Engagement*. Professional Development Institute: Teaching Excellence Workshop.

Association of Latino Professionals in Finance and Accounting (ALPFA; 2012, September). *Critical Thinking: The Thought Processes of a Successful CEO*. ALPFA Orlando Leadership & Professional Development Summit.

Academy of Management (2012, August), *Teaching Effectiveness: Rules of Engagement*. OB Division, Doctoral Student Consortium. Boston, MA.

Heart of Florida United Way (2012, August). *Influence without Authority*. Loaned Executives Program.

Crummer Graduate School of Business, Career Development Center (2012, July). *Thinking that Makes Sense*.

Vestal & Wiler, Certified Public Accountants (2012, May). *Job Design and The Significance of Work*.

Leadership Orlando, Class 82 (2012, April). *Leadership by Tapping Subconscious Motives*.

Winter Park Chamber of Commerce (2012, February). *Business Management Trends*. 2012 Economic Update Breakfast.

University of Central Florida (2012, February). *The History of Leadership Research*. Department of Management, Ph.D. Seminar in Organizational Behavior.

Summit Wealth Management (2011, October). *Connecting Business Leaders & Sharing Power Principles for Success*. Orlando, FL.

Central Florida Human Resources Association (2011, May). *Subconscious Priming and Employee Performance*. Orlando, FL.

University of Amsterdam School of Business (2010, May). *The Bright and Dark Sides of Leader Traits: A Review and Theoretical Extension of the Leader Trait Paradigm*. Amsterdam, The Netherlands.

Drexel University, LeBow College of Business (2010, May). *The Bright and Dark Sides of Leader Traits*. Department of Management, Philadelphia, PA.

Institute for Leadership and Entrepreneurship, College of Management, Georgia Institute of Technology (2010, February). *The Relationship between Ethical Leadership and Core Job Characteristics*. Leadership Research Conference.

Center for Advanced Entrepreneurship, Crummer Graduate School of Business, Rollins College (2010, January). *Entrepreneurial Leadership and the Importance of Mentoring*. Board of Advisors Meeting.

University of South Florida (2009, April). *Specific, non-specific, and conflicting subconscious goals: Lab and field studies of effects on performance*. Department of Industrial and Organizational Psychology, Tampa, FL.

Executive Contact Center Forum (2008, October). *Subconscious goal setting and performance in a call center*. Tampa, FL. *Sponsor*: Christopher Rozum, Insite Managed Solutions.

Annual Meeting of the National Association of Collegiate Gymnastics Coaches/Women (2008, May). *Ways Women Lead*. Orlando, FL.

Arizona State University (2008, February). *Task Significance as a Motivational Mechanism in the Ethical Leadership Process*. Center for Responsible Leadership, Phoenix, AZ.

University of Central Florida. (2007). *Developing a program of research*. Department of Psychology, Orlando.

Advancing Women Leaders in Central Florida (2006-2007). Research Study conducted and published in support of Orange County Mayor Richard Crotty's Women's Leadership Summit. *Principal Investigator*: Leslie Sue Lieberman, Ph.D.

TEACHING EXPERIENCE

University of Central Florida, Department of Management

Executive Leadership, Ph.D. Seminar: Leadership, Organizational Behavior & Development, Applied Research Tools, Applied Strategy & Business Policy (Capstone MBA)

Rollins College, Roy E. Crummer Graduate School of Business

Organizational Behavior, Leadership, Critical Thinking, Strategic Leadership of the Organization/Management Policy (Capstone MBA), Introduction to Strategy, Research Methods

University of Florida, Warrington College of Business, Department of Management

Organizations: Structure and Behavior, Human Resources Management

EXECUTIVE EDUCATION

Orange County, FL (2021, 2022). *Leadership vs. Management: Is There a Difference?* Mayor's Executive Leadership Program. Orlando, FL.

City of Orlando (2020, 2019, 2018, 2017, 2016, 2015). *Leadership vs. Management: Is There a Difference?* Mayor's Executive Leadership Program. Orlando, FL.

UCF Office of Continuing Education (2020, 2019). [Executive Leadership Fundamentals](#). Orlando, FL

Hispanic Chamber of Commerce (2018, August). *Shaping Culture to Engage Your Team for Next-Level Business Growth*. [Hispanic Business Conference](#). Orlando, Florida.

United Way (2018, 2017, 2015, 2013, 2012). *Critical Thinking*. Loaned Executives Training Workshop.

Massey Services (2015, July). *Strategic Thinking for Vision 2020*. Midyear meeting.

Tupperware Brands (2014, September). *Strategy Execution*. Transforming Leadership Program.

United Way (2014, August). *Influence without Authority*. Loaned Executives Training Workshop.

Crummer GSB, M&EE Center (2014, 2013, 2012). *Managing Change*. mini-MBA program.

Crummer GSB, M&EE Center (2014, April). *Realizing HR's Strategic Role*. mini-MBA program.

Crummer GSB, M&EE Center (2013, 2011). *Critical Thinking for Better Results*.

Tupperware Brands (2013, March). *Fundamentals of Business Strategy*. Transforming Leadership Program.

Darden Restaurants (2012, April). *Critical Thinking*.

Crummer GSB, M&EE Center (2011, October). *Influence without Authority*. mini-MBA program.

Massey Services (2011, July). *Leading Change*.

CNL Financial Group, Inc. (2011, May). *Advanced Critical Thinking*.

Hilton Grand Vacation Club (2011, May). *Building a High Performance Culture*.

Greater Orlando Organizational Development (GOOD) Network (2011, February). *Critical Thinking: Transforming Ideas into Strategic Advantage*.

CNL Financial Group, Inc. (2010, September). *Professional Workshop on Critical Thinking*.

Crummer GSB Management & Executive Education Center (2010, July). *Influence without Authority*.

CNL Financial Group, Inc. (2009, September). *Influence without Authority*. Group Services.

Siemens Energy (2008, May). *Leadership, Influence, and Teamwork: An Examination of Psychological Needs*.

PROFESSIONAL SERVICE

Editorial Appointments

[Journal of Leadership and Organizational Studies](#) (Associate Editor): 2019 - Present; Special Issue Co-Editor (with Stefanie K. Johnson), Leadership through the COVID-19 pandemic: 2022; Special Issue Co-Editor (with Gary P. Latham), Emerging Trends in Leadership Research: 2012

[Organizational Dynamics](#) (Associate Editor): 2016 - Present

[Organizational Psychology Review](#) (Associate Editor): 2023 - Present; Editorial Review Board: 2017 - 2022

[Academy of Management Journal](#) (Editorial Review Board): 2010 - 2019

[Leadership Quarterly](#) (Editorial Review Board): 2008 - 11; 2013 - 2022

[Group & Organization Management](#) (Editorial Review Board): 2014 - 2016

[Organizational Behavior & Human Decision Processes](#) (Editorial Review Board): 2010 - 2011

[Family Business Review](#) (Special Issue Co-Editor with Alfredo De Massis, Pasquale Massimo Picone, & Yi Tang). Psychological Foundations of Management in Family Firms: 2019

Service to Professional Associations

Academy of Management, Organizational Behavior Division

2018 - Present. OB Division. Executive Committee, Program and Division Chair.

2019. Cummings Scholarly Achievement Award. Committee member; *Chair*: Russell Johnson

2014 - 2017. OB Division, [Executive Committee](#), Representative-at-Large. Chair (2016), Co-Chair (2015; Leanne Atwater): Junior Faculty Workshop. Chair of Strategic Communications committee

2014. OB Division, Doctoral Student Consortium. Table Facilitator (Teaching with Cases)

2014. Outstanding Paper in Organizational Behavior, committee member; *Chair*: Deanne den Hartog

2013. OB Division, Doctoral Student Consortium. Table Facilitator (Teaching with Cases)
2012. OB Division, New Doctoral Student Consortium. Table Facilitator (Trends in OB Research)
2012. "OB Research Incubator" Professional Development Workshop; *Co-organizer*: Steve Whiting
2011. "Help, I'm Stuck!" Professional Development Workshop; *Co-organizer*: Lisa Dragoni
2011. OB Division, Doctoral Student Consortium. Table Facilitator (Effective Teaching)
2011. Outstanding Paper in Organizational Behavior, committee member; *Chair*: Amy Wrzesniewski
2010. "OB Teaching Incubator" Professional Development Workshop; *Co-organizers*: R. Litchfield, M. Johnson
2009 - 2012. OB Division: Member, Associate Chair, Scientific Affairs/Making Connections Committee.
2008. OB Doctoral Consortium, Discussant/ Table Facilitator (Publishing Research)
2005, 2006. Ad hoc reviewer for annual conference

Society of Industrial and Organizational Psychologists

2016. Member, Annual Conference Planning Committee, Orlando, FL
2009. Committee member, Master Collaboration Session for annual meeting, New Orleans, LA
2006, 2007. Ad hoc reviewer for annual conference

Southern Management Association, Organizational Behavior Track

2010. Program Track Chair for annual conference
2006, 2011. Ad hoc Reviewer for annual conference

Network of Leadership Scholars

2012 - 2015. Network Coordinator
2013. NLS Eminent Scholars Award Committee. *Chair*: Deanne den Hartog
2012. NLS Eminent Scholars Award Committee. *Chair*: Brad Jackson

PROFESSIONAL DEVELOPMENT

UCF Center for Distributed Learning (2020). *Essentials of Online Teaching*.
Wiley Business School Workshop: Connecting Classrooms to Careers (2020). New Orleans, LA
Institute for Academic Leadership, Florida State University (2019). Department Chair Workshop.
Honey-in-the-Hills, FL.
American Council on Education (2017). Leadership Academy for Department Chairs. Chicago, IL
CBExchange (2017). Conference on planning and design of Competency-based education. Phoenix, AZ
New Directions in Leadership Research, Center on Leadership and Ethics, Duke University (2015), Durham, NC
ASHOKA University, Social Entrepreneurship Faculty Institute (2013), Winter Park, FL
Hamilton Holt School, Rollins College (2013). Blended Learning Certificate.
Leadership in the Informal Economy: Addressing Challenges from the Field, an Academy-Industry conference by
the Network of Leadership Scholars (2012), Boston, MA
Leadership, Innovation, & Sustainability: Bridging the Academic-Practitioner Divide, an Academy-Industry
conference by the Network of Leadership Scholars (2011), San Antonio, TX
Toward a Theory of Multiteam Systems: An Interdisciplinary Workshop, University of Central Florida and the
Army Research Institute (2008), Orlando, FL
New Directions in Leadership Research, Center on Leadership and Ethics, Duke University (2008), Durham, NC
Wharton Organizational Behavior Conference, University of Pennsylvania (2006), Philadelphia, PA
Organizational Behavior Junior Faculty Consortium, Academy of Management (2006), Atlanta, GA
Junior Faculty Consortium, Society of Industrial and Organizational Psychology (2006), Dallas, TX

MISCELLANEOUS

External, Expert Reviews

- Singapore Management University, Lee Kong Chian School of Business (2022). External reviewer of Dr. Burak Oc for tenure and promotion to the rank of Associate Professor.
- Providence College (2022). External reviewer of Dr. Deirdre Snyder for tenure and promotion to the rank of Associate Professor.
- Florida International University (2021). External reviewer of Dr. Ravi Gajendran for promotion to the rank of Professor.
- University of Wisconsin - Madison, Wisconsin School of Business (2021). External reviewer of Dr. Alexander D. Stajkovic for promotion to Professor.
- Creighton University, Heider College of Business Administration (2020). External reviewer of Dr. Regina Taylor for tenure and promotion to the rank of Associate Professor.
- Stetson University (2020). External reviewer of Dr. John Tichenor for promotion to the rank of Professor.
- University of Toronto Press (2020). External reviewer for book proposal, *The Performance Equation*, Author: Kevin Kelloway.
- Oxford University Press (2020). External reviewer for edited handbook proposal, *Leadership, Followership, and Identity*. Editors: Olga Epitropaki and Ronit Kark.
- Rochester Institute of Technology (2019). External reviewer of Dr. Michael Palanski for promotion to the rank of Professor.
- Temple University (2019). External reviewer of Dr. Ryan Vogel for tenure and promotion to the rank of Associate Professor.
- Florida International University (2019). External reviewer of Dr. Ochieng "Fred" Walumbwa for promotion to the rank of Professor.
- Florida International University (2018). External reviewer of Dr. Ravi Gajendran for tenure and promotion to the rank of Associate Professor.
- Purdue University Northwest (2018). External reviewer of Dr. Rachel Clapp-Smith for promotion to the rank of Professor.
- Villanova University (2017). External reviewer of Dr. Narda Quigley for promotion to the rank of Professor.
- Texas Christian University (2017). External reviewer of Dr. T. Brad Harris for tenure and promotion to the rank of Associate Professor.
- Rutgers University - Camden (2017). External reviewer of Dr. Rang Ma for tenure and promotion to the rank of Associate Professor.
- Swiss National Science Foundation (2017). External assessment of grant application, "Developing Adaptive Leadership: On the Role of Leadership Cognitions and Behaviors for Situationally-Appropriate Leadership", authored by Professors Pia Ingold and Martin Kleinmann, University of Zurich.
- KU Leuven (2016). External assessment of grant application, "High quality job design: The role of managers' ability, motivation and opportunity to attend to job design and develop high quality jobs", authored by Anja Van den Broeck, University of Leuven, Belgium.
- Swiss National Science Foundation (2016). External assessment of grant application, "Automatic methods to extract charismatic leadership tactics from text", authored by Professor John Antonakis, University of Lausanne.
- Loyola University Maryland (2015). External reviewer of Dr. John W. Michel for tenure and promotion to the rank of Associate Professor.
- Oregon State University, College of Business (2015). External reviewer of Dr. Jeewon Cho for tenure and promotion to the rank of Associate Professor.
- Miami University, Farmer School of Business, Oxford, OH (2015). External reviewer of Dr. Megan Gerhardt

for promotion to the rank of Professor.
Zayed University, College of Business, Abu Dhabi, United Arab Emirates (2015). External reviewer of Dr. Emily David for academic rank and promotion.
University of Maryland, University College (2014). Subject matter expert for dissertation proposal, “The Role of Transformational Leadership on Team Performances”, authored by Thomas Tanner.
Israel Science Foundation (2013). External assessment of research grant application entitled, “An integrative explanation of employees' reactions to change and their outcomes: Leadership at multiple levels and the mechanisms mediating its effects”, submitted by Professor Shaul Oreg, The Hebrew University.
Social Sciences and Humanities Research Council of Canada (2010). External assessment of research grant application entitled, “Performance Management and Transformational Leadership as Predictors of Organizational Performance in Canadian Bio-Tech Companies”, submitted by Professor Margaret McKee, St. Mary’s University.
Social Sciences and Humanities Research Council of Canada (2007). External assessment research grant application entitled “Transformational Leadership and Humility”, submitted by Professor Julian Barling, Queen’s University.

Miscellaneous Publications and Service

Cohee, L., **Piccolo, R. F.**, & Kiyamaz, H. (2020). Impacts of Free Cash Flow on Firm Performance during Market Contractions. *International Journal of Business*.
Piccolo, R. F., & Stober, Rosalina (2016). A Recommended Governance Structure among Lead Agencies Addressing Homelessness in Central Florida. Research Study prepared for the Executive Committee of the Central Florida on Homelessness.
[Association for Corporate Growth](#) (2016, 2013, 2012). Selection committee, ACG Smart Awards.
Central Florida Commission on Homelessness (2015). [The Current State of Family Homelessness in Central Florida](#) (Co-authored with B. Poppe, K. Gale, S. Lauten, L. Reynolds, & D. Sears).
Rollins College Lifelong Learning (2013, 2014). *Bright and Dark Sides of Personality in Leadership*. Instructor.
SunTrust Distinguished Leaders of Merit Competition (2007). Crummer Graduate School of Business, Rollins College, Selection Committee Member.
John Wiley & Sons, Inc. (2006). Textbook reviewer for Hitt, M. A., Miller, C. C., & Colella, A. *Organizational Behavior: A Strategic Approach* (1st edition).
University of Florida, Dissertation (2005). [Transformational Leadership and Follower Risk Behavior: An Examination of Framing and Issue Interpretation](#). Advisor: [Timothy A. Judge](#); Dissertation Committee Members: [Jason A. Colquitt](#), [Amir Erez](#), [James Algina](#), [John Kammeyer-Mueller](#).
Human Resources Research Organization (2004). Study of Leadership and Personality, U.S. CIA.

UNIVERSITY SERVICE

University of Central Florida

2022 – Present. Interim VP for Advancement and Interim CEO of the UCF Foundation; Special Advisor to the SVP for Advancement and Partnerships
2022 – Present. Co-Chair of Strategic Planning Committee, UCF College of Business
2022 – Present. Member, Selection Committee for Vice President of Research and Innovation
2022 – Present. Carnegie Classification Executive Committee
2022 – Present. ACE Internationalization Committee
2021 – 2022. Special Advisor for Strategic Planning to UCF President Alexander Cartwright
2021 – 2022. Interim Director, DeVos Sports Business Management Program
2020 – 2022. University Liaison to Osceola County, Florida and [BRIDG](#)
2020 – 2021. Undergraduate Student Assessment Committee, Chair

2018, 2019. Heart of Florida Campaign Chair
2017. Dean's Reduced Seat Time Assessment Committee, Member
2016. Dean's Strategic Initiative: Grow Graduate Programs, Chair
2016 – 2022. College of Business Executive Committee, Member
2016 – 2017. Parking Advisory Committee, Member
2007 – 2008. Faculty Assembly Secretary
2008 – 2009. Teaching Committee, Member
2006 – 2007. Technology Advisory Committee, Member
2005 – 2006. Heart of Florida United Way, Department Representative

Rollins College, Roy E. Crummer Graduate School of Business

2012 – 2016. EDBA Steering Committee, Member
2009 – 2016. Curriculum Committee, Member
2015. Chair, Search committee to hire two Associate Professors in Management
2014. Strategic Renewal Committee, Member
2014. Member, search committee to hire Assistant Dean for Leadership and Executive Education
2012 – 2014. Winter Park Institute, Advisory Board
2013. MBA Core Curriculum Redesign Committee, Member
2013. Center for Advanced Entrepreneurship, Interim Faculty Liaison
2012. Enhancing Academic Excellence Committee, Member
2012. Co-chair of committee to fundraise for endowed scholarship for Professional MBA program
2011 – 2012. Part-time MBA Strategic Review Committee, Member
2011. Executive MBA Review Committee, Member; Student Success after Graduation Committee, Member
2011 – 2015. EAMBA Orientation (Classes, 17 - 26), Co-Facilitator (with Mark Johnston)

Graduate Students Supervised

Rollins College

Michael Moniz, Advisor and Dissertation Chair: 2013-2016
Robert Hebler, Advisor: 2014-2016
Jeff Barrows, Advisor: 2014-2016
Ash Shoebi, Dissertation Chair: 2015-2016
Wes Naylor, Dissertation Committee Member: 2015-2017

Dissertation Committee Member

University of Central Florida

Mary Bardes, Management, 2008-2009; *Chair*: Robert Folger
Nicole Phillips, Management, 2008-2009; *Chair*: Dianna Stone
Melissa Harrell, I/O Psychology, 2008-2009; *Chair*: Robert Pritchard
Deborah Diaz-Granados, I/O Psychology, 2009-2010; *Chairs*: Robert Pritchard and Ed Salas
Julia Fullick, I/O Psychology; 2011-2012; *Chair*: Kim Jentsch
Mitch Tindall, I/O Psychology; 2011-2015; *Chair*: Kim Jentsch
Mary Jane Sierra, I/O Psychology; 2012-2013; *Chair*: Kim Jentsch
Darryl Rice, Management; 2013-2015; *Chair*: Robert Folger
David Mihm, I/O Psychology; 2015-2017; *Chair*: Kim Jentsch
Darryl Gordon, Educational Leadership, 2022-2023; *Chair*: Lisa Jones

Other Dissertation Committees

Alexander M. Sandvik, 2011; ***Norwegian School of Economics***, NHH. *Chair*: William Brochs-Haukedal
Claudia Buengeler, 2013; ***Jacobs University***, Bremen, Germany. *Chair*: Sven Voelpel
Katrina Graham, Management, 2013-15; ***Drexel University***. *Chair*: Jonathan Ziegert

Jason Cavich, Management: 2016-2018 ; **University of Texas, San Antonio**. Co-Chairs: Michael McDonald, Poonam Khanna

Angela Lee, Industrial/Organizational Psychology: 2017; **University of Illinois**. Chair: Daniel A. Newman

Undergraduate Honors Thesis, Committee Member

University of Central Florida

David Rohrer, 2008-2009; Chair: Leslie DeChurch

Garrett Grainger, 2008-2009; Chair: Leslie DeChurch

COMMUNITY SERVICE

[Heart of Florida United Way](#). Member, [Board of Directors](#): 2013 – 2022; Member, CEO Selection Committee, 2016; Chair, [Developing Healthy Children and Families Cabinet](#), 2010 – 2014; Member, [Investing in Results Council](#): 2010-17; Member, Community Investment Committee, 2019 – Present

[Orlando Repertory Theatre](#), Member, [Board of Directors](#): 2018 – 2021; Chair, Governance Committee

[Central Florida YMCA](#). Member, [Metro Board of Directors](#): 2012 – 2018; 2019 – 2020; Member, CEO Selection Committee, 2015. Co-Chair, Strategic Planning Committee, 2013 – 2015

[Hispanic Chamber of Commerce](#): Member, [Board of Directors](#), 2021 – Present; CEO Selection Committee, 2018

[Foundation for Foster Care](#). Member, [Board of Directors](#): 2013 – 2015

[Central Florida Commission on Homelessness](#). Member, Family Homelessness subcommittee: 2015 – 2017

Orange County Youth Mental Health Commission. Member and Finance Committee Chair: 2014 – 2015

[Association of Latino Professionals in Finance and Accounting](#) (ALPFA). Corporate Advisory Board: 2014 – 2016

[Habitat for Humanity – Orlando](#). Member, [Board of Directors](#); Treasurer, Executive Committee: 2008–2012

[BETA Center](#). Member, Board of Directors, 2008 – 2012; [Advisory Board](#) Member, 2012 – 2015

PROFESSIONAL EXPERIENCE

Arrow Electronics, Inc., Lake Mary, Florida - (NYSE: ARW, www.arrow.com)

Marketing and Sales Manager (October 1998 – July 2001)

Field Sales Representative (November 1996 – October 1998)

Product Marketing Manager (June 1994 – November 1996)

CONSULTING EXPERIENCE

Strategic Planning & Leadership Development

[OrlandoCity SC](#), Orlando, Florida

[Sentio Investments](#), Orlando, Florida

[Orlando Economic Partnership](#), Orlando, Florida

[Bok Tower Gardens](#), Lake Wales, Florida

[Victory Cup Initiative](#), Winter Park, Florida

[Osceola County Board of County Commissioners](#), Kissimmee, Florida

[Seminole County Board of County Commissioners](#), Sanford, Florida

[Ravago Americas, Inc.](#), Maitland, Florida

[Orlando Regional Chamber of Commerce](#), Orlando, Florida

[Coalition for the Homeless](#), Orlando, Florida

[Homes in Partnership, Inc.](#), Eustis, Florida

[The Florida Holocaust Museum](#), Clearwater, Florida

[Massey Services](#), Winter Park, Florida

[Early Learning Coalition of Orange County](#), Orlando, Florida

[A Gift for Teaching](#), Orlando, Florida

[Hispanic Heritage Scholarship Fund of Metro Orlando](#), Orlando, Florida

[Downtown Arts District](#), Orlando, Florida

[Paul & Perkins](#), Orlando, Florida

[Winter Park Chamber of Commerce](#)

[iDignity](#), Orlando, Florida
[Homeless Services Network](#) and [Central Florida Commission on Homeless](#), Orlando, Florida
[SmartCity](#), Lake Buena Vista, Orlando
[Synergy Settlements](#), Orlando, Florida
[Moreno, Peelen & Company](#), Orlando, Florida
[Jewish Community Center of Greater Orlando](#)
[Association of Latino Professionals in Finance and Accounting](#), Orlando, Florida
[Hispanic Business Initiative Fund](#), Orlando, Florida
[Orange County Public Library System](#), Orlando, Florida
[Central Florida YMCA](#), Orlando, Florida
[Puff 'n Stuff, Inc.](#), Winter Park, Florida
[College Park United Methodist Church, Child Development Center](#), Orlando, Florida
[Association for Corporate Growth](#), Orlando, Florida
[Community Coordinated Child Care \(4C\)](#), Orlando, Florida
[Habitat for Humanity](#), Orlando, Florida
[Seminole Community College Foundation](#), Sanford, Florida
[Student Health Care Center](#), University of Florida, Gainesville

Market Research & Economic Impact

[CareerSource Central Florida](#), Orlando
[Hispanic Business Initiative Fund](#) (Prospera), Orlando, Florida
[Mears Transportation](#), Orlando, Florida
[Southern Traditions Development](#), Orlando, Florida
Distributed Processing Technology (DPT), Maitland, Florida
Lockheed Simulation & Training, Orlando, Florida
Lockheed Missiles & Fire Control, Orlando, Florida
[Orlando International Fringe Festival](#)
Economic Development Council of Mid-Florida (EDC), Orlando, Florida

PROFESSIONAL AFFILIATIONS

[Academy of Management](#)
[The Society for Industrial and Organizational Psychology](#)
[Southern Management Association](#)

POPULAR PRESS

Orlando Sentinel (2002). [‘Exhausted’ after COVID: Central Florida restaurant CEOs call it quits.](#)
Mindworks (2022). MINDWORKS, [The Evolution of Leadership with Dr. Stephen Zaccaro.](#)
UCF College of Business (2021). [Piccolo Named to Hispanic Chamber of Commerce of Metro Orlando Board.](#)
Florida Trend (2021, March). [High Caliper.](#)
90.7 WMFE (2021). [“Hip-Hop Didn’t Invent Anything. It Reinvented Everything.” UCF Offers Certificate In The Business Of Hip-Hop.](#)
Orlando Sentinel (2021). [UCF to pay \\$15 million to cut ties with Osceola BRIDG tech center.](#)
Orlando Business Journal (2020). [How Orlando’s Best Places to Work are staying that way during Covid-19.](#)
Nicholson Student Media Today (2020). [UCF Cuts Funding for BRIDG in NeoCity.](#)
Harvard Business Review (2020). [The Syllabus Can Wait.](#)
Cision PRWeb.com (2019). [Caliper and the University of Central Florida Partner to Enhance HR Management Students’ Employability](#)
UCF Today (2018). [Management Chair Among Top 100 Most Influential Authors in Organizational Behavior](#)
UCF Today (2017, November). [UCF Management Chair to Receive Community Champion Award](#)
Dean Paul Jarley (2017, June). [Why Go to a Research University?](#)
To A Certain Degree (2017, February). WPRK, Rollins Radio [link](#)

Rural Builder (2016, December). [Motivate Millennials to Succeed](#)

Orlando Sentinel (2016, October). [Passion to end homelessness: Who's new; What's next?](#)

Orlando Sentinel (2016, September). [Reinforce fight against homelessness with right leader, best plan: Where We Stand.](#)

i4 Business (2016, January). *Develop Your Strategic Thinking Instincts.*

Rollins College Alumni Magazine (2015, Fall). Reading Room: *Strategic Leadership.*

Monster.com (2015, October). *Monster Hiring Podcast: Millennials in the Workplace.*

Orlando Sentinel (2015, September). [1 in 17 local kids homeless within past year, report finds.](#)

Rollins360 (2015, July). [Combating Homelessness.](#)

Monster.com (2015, July). [Attracting Millennials with your Employer Brand.](#)

CIO.com (2015, May). [6 ways to Attract and Retain Millennial Workers.](#)

HFUW Newsletter (2015, March). [Volunteer Spotlight](#)

The CEO Magazine (2014, May). [Motivated Before You Know Why.](#)

Mainstreet.com (2014, January). [Most Irrational Investing Missteps.](#)

The CEO Magazine (2014, January). [A 4-question Audit for your Organization's Strategy.](#)

The CEO Magazine (2013, November). [CA=RA².](#)

Crummer Chronicle (2013, April). *Strategic Adaptation in Central Florida Nonprofits.*

National Post (2013, February). [A Primer on Priming by Robert Fulford.](#)

Top MBA Connect (2012, December 18). [The Importance of MBA Case Competitions.](#)

OrlandoArts (2012, November/December). [The Art of Leadership.](#)

Orlando Business Journal (2012, May 3). [School is Cool, Again.](#)

Orlando Business Journal (2012, May 3). [Where's the Best Place to Network to Boost Your Career?](#)

Forbes Magazine (2011, September). [Will A Raise Make You Like Your Job Better?](#) (with Timothy A. Judge)

RECOGNITION

2022 Visiting Scholar, *Christian-Albrecht University of Kiel*, Kiel, Germany

2019 Visiting Scholar, *Christian-Albrecht University of Kiel*, Kiel, Germany

2019 [Decennial Article Influence Award](#), *Leadership Quarterly*

2019 One of the Most Influential and Co-cited authors of Leadership Research in the World, 1990-2017, in Zhu, J., Song, L. J., Zhu, L., & Johnson, R. E. (2019). [Visualizing the landscape and evolution of leadership research.](#) *The Leadership Quarterly*, 30(2), 215-232.

2018 [Top 100 Most Influential Authors in Organizational Behavior](#), in Aguinis, H., Ramani, R. S., Alabduljader, N., Bailey, J. R., & Lee, J. (2019). A pluralist conceptualization of scholarly impact in management education: Students as stakeholders. *Academy of Management Learning & Education*, 18(1), 11-42.

2017 Hispanic Chamber of Commerce of Metro Orlando and Prospera, [Don Quijote Award](#), [Hispanic Community Champion](#)

2017 Alpha Kappa Psi, [Nu Chi chapter](#) (UCF). Honorary Brother

2016 Leadership Excellence, *Masters Program with an Emphasis on Leadership*, [ranked #1](#), HR.com

2015-2016 [Cornell Distinguished Teaching Award](#), *Rollins College*

2015 Leadership 500, *Exceptional Leadership Development Programs*, [ranked #3](#), HR.com

2015 Executive MBA 32: "Outstanding Professor", *Crummer GSB, Rollins College*

2015 Early Advantage MBA 26: "Professor of the Year", *Crummer GSB, Rollins College*

2014 Visiting Scholar, *University of Amsterdam*. Department of Organisational Behavior

2014 Rollins College, *International Development Grant*: Havana, Cuba

2013 Visiting Scholar, *Jacobs University*, School of Humanities and Social Science

2013 Professional MBA 43: "Favorite Professor", *Rollins College*

2012 Finalist, Editor's Choice for Best Scholarly Paper in *Leadership Quarterly*

2012 Beta Gamma Sigma Inductee, *International Business Honor Society*

2012 Visiting Scholar, *University of Central Florida*, Institute for Simulation and Training

2011-2012 Cornell Distinguished Faculty Award in Crummer Graduate School, *Rollins College*
 2011 Early Advantage MBA 18: "Favorite Professor", Crummer GSB, *Rollins College*
 2010 Distinguished Visiting Scholar, *Drexel University*, Department of Management
 2010 Graduate Faculty Scholar, *University of Central Florida*, I/O Psychology Department
 2010 "Best Overall Conference Paper", Southern Management Association
 2010 *Leadership Winter Park*, [Class XXI](#)
 2010 Executive MBA 27: "Most Outstanding Professor", Crummer GSB, *Rollins College*
 2010 Early Advantage MBA 16: "Favorite Professor", Crummer GSB, *Rollins College*
 2009-2011 Nominee, *Orlando Business Journal's* "Forty under Forty"
 2009 Finalist, Editor's Choice for Best Scholarly Paper in *Leadership Quarterly*
 2009 Society of Industrial and Organizational Psychology, "Top Rated" poster.
 2007 Editor's Prize for the Best Scholarly Paper in *Nonprofit Management and Leadership*.
 2001-2005 University Doctoral Fellowship, *University of Florida*

PROFESSIONAL REFERENCES (in alphabetic order)

[Alexander Cartwright](#)

President, *University of Central Florida*
alexander.cartwright@ucf.edu; 407-848-8830

[Jason A. Colquitt](#)

University of Notre Dame
 Franklin D. Schurz Professor of Management
 Department of Management & Organization
jason.colquitt@nd.edu; 352-213-5749

[Paul Jarley](#)

University of Central Florida
 Dean, College of Business
pjarley@bus.ucf.edu; 407-619-3312

[Sandy Hostetter](#)

Truist Financial Corporation
 Central Florida Regional President (Retired)
Sandyghostetter@icloud.com; 407-970-3365

[Timothy A. Judge](#)

The Ohio State University
 Joseph A. Alutto Chair in Leadership Effectiveness
 Executive Director, Fisher Leadership Initiative
 Fisher School of Business
judge.56@osu.edu; 574-383-7756

[Gary P. Latham](#)

University of Toronto
 Secretary of State Professor of Organizational Behaviour
 Rotman School of Management
latham@rotman.utoronto.ca; 407-340-8873

[Janet Owen](#)

University of Central Florida
 VP, Government & Community Relations
janet.owen@ucf.edu; 904-699-9750

[Mary Uhl-Bien](#)

Texas Christian University
 BNSF Endowed Professor of Leadership
 Department of Management and Leadership
m.uhl-bien@tcu.edu; 407-261-3525