

Kristin L. Cullen-Lester

Contact Information

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Education

2011	Ph.D.	Industrial/Organizational Psychology, Auburn University
2007	M.S.	Industrial/Organizational Psychology, Auburn University
2005	B.S.	Psychology and Commerce, University of Toronto

Professional Employment

2025-	<i>Associate Editor</i> <i>Journal of Organizational Behavior</i>
2024-	<i>Associate Editor</i> <i>Industrial Organizational Psychology</i>
2024-	<i>School of Business Administration Fellow and Associate Professor of Management</i> University of Mississippi, Oxford, MS School of Business Administration, University of Mississippi, Oxford, MS
2023-2024	<i>School of Business Administration Fellow and Assistant Professor of Management</i> University of Mississippi, Oxford, MS School of Business Administration, University of Mississippi, Oxford, MS
2022-	<i>Honorary Senior Research Fellow</i> University of Exeter Business School, Exeter, United Kingdom
2020-2023	<i>Assistant Professor of Management</i> School of Business Administration, University of Mississippi, Oxford, MS
2017-2020	<i>Assistant Professor of Management and Leadership</i> Bauer College of Business, University of Houston, Houston, TX
2017-2020	<i>Faculty Affiliate</i> Center for Creative Leadership, Greensboro, NC
2016-	<i>Co-founder and Chief People Scientist</i> Network Leader
2014- 2017	<i>Senior Research Scientist</i> Center for Creative Leadership, Greensboro, NC
2012–2014	<i>Research Scientist</i> Center for Creative Leadership, Greensboro, NC
2011–2012	<i>Postdoctoral Research Fellow</i> Center for Creative Leadership, Greensboro, NC
2005–2011	<i>Graduate Research Assistant, Teaching Assistant, and Course Instructor</i> Department of Psychology, Auburn University

Grant, Contract, and Award Funding

- 2022 Principal Investigator – Collaborative Research: Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance (-2/29/2024). The National Science Foundation (NSF), Science of Organizations (SoO). Cullen-Lester, K. (PI, #2054433-Amendment ID 001). Budget: \$21,326.
- 2021 Principal Investigator –The Impact of Internal and External Visibility on Time to Promotion and Retention of Women in Academic Medicine. *Society for Industrial and Organizational Psychology* Small Grant. Budget: \$5000. Porter, C. M (Co-PI), Cavanaugh, K. (Co-PI), and Cullen-Lester (Co-PI).
- 2021 SEC Travel Grant Award – Planning Next Generation of Strategic Leadership System Research. Budget: \$1362.
- 2019 Principal Investigator – Collaborative Research: Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance (3/1/2019-2/28/2022). *The National Science Foundation (NSF), Science of Organizations (SoO)*. Carter, D.R. (PI, #1853470), Cullen-Lester, K. (PI, #1853404; #2054433). Budget: \$356,810.
- 2018 Principal Investigator – *Behavioral Research Assistance Grant, C. T. Bauer College of Business, University of Houston*. Budget: \$5000.
- 2018 Principal Investigator – *New Faculty Research Award Program. University of Houston*. Budget: \$6000.
- 2017 Principal Investigator – Network Analysis of RWJF Partners. *Robert Wood Johnson Foundation Contract*. Budget: \$41,080.
- 2012 Principal Investigator – Agile Development Practices in Team Networks. *Alfred J. Marrow New Directions in Leadership Fund*. Budget: \$20,000.
- 2012 Principal Investigator – *Measuring Cumulative Experiences of Change: Development of the Workplace Events Scale*. Organizational Development and Change Research Award from ODC division of the Academy of Management. Cullen-Lester, K. L. (PI), Edwards, B. D. Budget: \$3000.

Honors and Awards

- 2025 Faculty, The University of Mississippi Chapter of Phi Kappa Phi
- 2024 Network of Leadership Scholars, Academy of Management, Mid-Career Standout Scholar Award
- 2023 University of Mississippi, School of Business Administration, Outstanding Junior Researcher

- 2021 University of Mississippi, School of Business Administration, Outstanding Junior Researcher
- 2021 Society for Industrial and Organizational Psychology- Early Career Contribution - Practice
- 2017 Best Paper published in The Leadership Quarterly
- 2010 Dissertation Research Award, Psychology, Auburn University
- 2010 Top Poster, Society for Industrial and Organizational Psychology
- 2009-2010 Graduate Student Research Productivity Award, Psychology, Auburn University
- 2008-2009 Teaching Fellow, Psychology, Auburn University
- 2008-2009 Preparing Future Faculty Fellow, Biggio Center for the Enhancement of Teaching and Learning, Auburn University
- 2006 Thesis Research Award, Psychology, Auburn University, 2006

Edited Books

Cullen-Lester, K. L., & Pryor, G. (Eds.). (2025). *The social capital imperative: Revealing, developing, and leveraging organizational networks*. Oxford University Press.

Refereed Publications * Authors contributed equally. † Student co-author

- Zhu, X. S., He, Y., †Solanelles, P., & Cullen-Lester, K. L. (Advance online publication). Examining the dynamic relational effects of “letting off steam”: The co-evolution of workplace venting and advice-giving ties. *Personnel Psychology*. <https://doi.org/10.1111/peps.12689> [Open Access]
- Porter, C. M., †Solanelles, P., Cullen-Lester, K., †Pearson, A. H., & †Du, J. (2025). A tale of two job searches: An integrative review of how job seeker characteristics shape informal job search effectiveness. *Journal of Organizational Behavior*.
- †Keating, D. J., Cullen-Lester, K. L., & Meuser, J. D. (2024). Virtual work conditions impact negative work behaviors via ambiguity, anonymity, and (un)accountability: An integrative review. *Journal of Applied Psychology*, 109(2), 169–201. <https://doi.org/10.1037/apl0001126>
- †Sparkmon W., Barnard M., Rosenthal M., Desselle S., Ballou J. M., Cullen-Lester, K. L., Holmes, E. R. (2023). Pharmacists' perceptions of pharmacy technician occupational values. *Explor Res Clin Soc Pharm*. doi: 10.1016/j.rcsop.2023.100358.
- Cullen-Lester, K. L., Maupin, C. K., Floyd, T. M., Mahdon, M., Gerbasi, A., Carter, D. R. (2023). Crossing the bridge from network training to development: A guide to move

- trainees from classroom insights to effective networks. *Organizational Dynamics*, 52: 100937. doi: 10.1016/j.orgdyn.2022.100937
- Floyd, T. M., Cullen-Lester, K. L., Lester, H. F., & Grosser, T. J. (2023). Emphasizing “me” or “we”: Training framing and self-concept in network-based leadership development. *Human Resource Management*, 62: 637-659. doi: 10.1002/hrm.22112
- Grosser, T. J., Sterling, C. M., [†]Piplani, R., Cullen-Lester, K. L., & Floyd, T. M. (2023). A social network perspective on workplace inclusion: The role of network closure, network centrality, and need for affiliation. *Human Resource Management*, 62: 477–490. doi: 10.1002/hrm.22131
- *Cullen-Lester, K. L., *Porter, C. M., [†]Trainer, H. M., [†]Solanelles, P., & Carter, D. R. (2021). Network structures of influence within organizations and implications for HRM. In M. R. Buckley, A. R. Wheeler, J. E. Baur, J. R. B. Halbesleben (Ed.), *Research in personnel and human resources management*, 39, 129-174. doi: 10.1108/S0742-730120210000039005
- [†]Alonso, N. Porter, C. M., & Cullen-Lester, K. L. 2021. Building Effective Networks for the Transition from the Military to the Civilian Workforce: Who, What, When, and How. *Military Psychology*, 33(3), 152-168.
- *Woehler, M. L., *Cullen-Lester, K. L., *Porter, C. M., & Frear, K. A. (2021). Whether, How, and Why Networks Influence Men’s and Women’s Career Success: Review and Research Agenda. *Journal of Management*, 47(1), 207-236. doi: 10.1177/0149206320960529
- Lester, H. F., Cullen-Lester, K. L. & Walters, R. W. 2021. From Nuisance to Novel Research Questions: Using Multilevel Models to Predict Heterogeneous Variances. *Organizational Research Methods*, 24(2): 342-388. doi: 10.1177/1094428119887434
- Carter, D. R., Cullen-Lester, K. L., [†]Jones, J. M., Gerbasi, A., Chrobot-Mason, D., & [†]Nae, E. Y. (published online 2020). Functional leadership in interteam contexts: Understanding ‘what’ in the context of why? where? when? and who?. *The Leadership Quarterly*, 101378.
- Cullen-Lester, K. L., Webster, B. D., Edwards, B. D., & Braddy, P. (2019). The effects of multiple negative, neutral, and positive organizational changes. *European Journal of Work and Organizational Psychology*, 28(1): 124-135.
- Cullen, K. L., Gerbasi, A., & Chrobot-Mason, D. (2018). Thriving in central network positions: The role of political skill. *Journal of Management*, 44(2), 682-706.
- Cullen-Lester, K. L., [†]Maupin, C., & Carter, D. R. (2017). Incorporating networks into leadership development: A conceptual model and evaluation of research and practice. *The Leadership Quarterly*, 28(1): 130-152.

- Cullen-Lester, K. L., Gerbasi, A., & [†]White, S. (2016). The promise and perils of workplace connections: Insights for leaders about workplace networks and well-being. In W. A. Gentry, C. Clerkin, P. L. Perrewé, C. C. Rosen, & J. R. B. Halbesleben (Eds.), *Research on Occupational Health and Well-being*, vol. 14 The Role of Leadership in Occupational Stress: 61-90. Bingley, UK: Emerald
- Cullen-Lester, K. L., Leroy, H., Gerbasi, A., & Nishii, L. (2016). Energy's role in the extraversion (dis)advantage: How energy ties and task conflict help clarify the relationship between extraversion and proactive performance. *Journal of Organizational Behavior*, 37(7), 1003-1022.
- Cullen-Lester, K. L., [†]Woehler, M. L., & Willburn, P. (2016). Network-based leadership development: A guiding framework and resources for management educators. *Journal of Management Education*, 40(3): 321- 358.
- Cullen-Lester, K. L. & Yammarino, F. J. (2016). Collective and network approaches to leadership: Special issue introduction. *The Leadership Quarterly*, 27(2): 173-180.
- Chrobot-Mason, D., Gerbasi, A., & Cullen-Lester, K. L. (2016). Predicting leadership relationships: The importance of collective identity. *The Leadership Quarterly*, 27(2): 298-311.
- Gentry, W. A., Clark, M. A., Young, S. F., Cullen, K. L., & [†]Zimmerman, L. (2015). How displaying empathic emotion may differentially predict likelihood of derailment for male and female leaders in Australia. *The Leadership Quarterly*, 26: 641-653.
- Graves, L. M., Cullen, K. L., Lester, H. F., Ruderman, M. N., & Gentry, W. A. (2015). Managerial motivational profiles: Understanding their nature, antecedents, and consequences. *Journal of Vocational Behavior*, 87: 32-42.
- Cullen, K. L., Gentry, W. A., & Yammarino, F. J. (2015). Biased self-perception tendencies: Self-enhancement/self-diminishment and leader derailment in individualistic and collectivistic cultures. *Applied Psychology: An International Review*, 64(1): 161-207.
- Palanski, M. E., Cullen, K. L., Gentry, W. A., & [†]Nichols, C. M. (2015). Virtuous leadership: Exploring the effects of leader courage and behavioral integrity on leader performance and image. *Journal of Business Ethics*, 132: 297-310.
- Cullen, K. L., & Yammarino, F. J. (2014). Special issue on collective and network approaches to leadership. [LQ special issue announcement] *The Leadership Quarterly*, 25(1): 180-181.
- Cullen, K. L., Fan, J., & Liu, C. (2014). Employee popularity mediates the relationship between political skill and interpersonal mistreatment. *Journal of Management*, 40(6): 1760-1778.
- Haynie, J., Cullen, K. L., Lester, H. F., Winter, J. A., & Svyantek, D. J. (2014). Differentiated leader-member exchange, justice climate, and performance: Main and interactive effects. *The Leadership Quarterly*, 25(5): 912-922.

- Edwards, B. D., Franco-Watkins, A. M., Cullen, K. L., Walsh, J., Acuff Jr., R. E. (2014). Unifying the challenge-hindrance and sociocognitive models of stress. *International Journal of Stress Management*, 21(2): 162-185.
- Cullen, K. L., Edwards, B. D., & Casper, W., & Gue, K. (2014). Employees' adaptability and perceptions of change-related uncertainty: Implications for perceived organizational support, job satisfaction, and performance. *Journal of Business and Psychology*, 29: 269-280.
- Gentry, W.A., Cullen, K. L., Sosik, J. J., Chun, J. U., Leupold, C. R., & Tonidandel, S. (2013). Integrity's place among the character strengths of middle-level managers and top-level executives. *The Leadership Quarterly*, 24: 395-404.
- Wang, Y., Cullen, K. L., Yao, X., & Li, Y. (2013). Personality, freshman proactive adjustment, and college transition: Predictors beyond academic strategies. *Learning and Individual Differences*, 23: 205-212.
- Cullen, K. L., Palus, C. J. Chrobot-Mason, D. & Appaneal, C. (2012). Getting to "We": Collective leadership development. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5: 431-436.
- Fleisher, M. S., Edwards, B. D., Woehr, D. J., & Cullen, K. L. (2011). Assessing within-person personality variability via frequency estimation: More evidence for a new measurement approach. *Journal of Research in Personality*, 45: 535-548.
- Michel, J. S., Mitchelson, J., Pichler, S. M., & Cullen, K. L. (2010). Clarifying relationships among work and family social support, stressors, and conflict. *Journal of Vocational Behavior*, 76: 91-104.
- Polick, A. S., Cullen, K. L., & Buskist, W. (2010). How teaching makes a difference in students' lives. *APS Observer*, 12: 31-33.
- Cox, B. D., Cullen, K. L., & Buskist, W. (2008). Making the transition from undergraduate to graduate student: Insights from successful graduate students. *Eye on Psy Chi*, 12: 28-30.

Manuscripts with Revise & Revision Invitation

- Leroy, H., K., Daniels, M., Cullen-Lester, K., & Gerbasi, A. *Title Omitted for Peer Review*.
Second R&R at *Sloan Management Review*
- Nguyen, B., Leroy, H., K., Cullen-Lester, K., & Gill, C. *Title Omitted for Peer Review*.
Conditional Acceptance at *Journal of Leadership and Organizational Studies*

Non-Refereed Publications

- Cullen-Lester, K. L., & Pasmore, W. June 2016. Leading when there is too much change. *TD at Work*, Association of Training and Development. Alexandria, VA
- Graves, L. & Cullen-Lester, K. L. Summer 2016. To reduce turnover- Focus on employee motivation. *AMA Quarterly*, 2: 26-28.

Cullen-Lester, K. L. & Graves, L. 2015. More than money – Promoting managers’ internal motivation. *Training Magazine*, 53: 20.

Book Chapters

Emery, C., Gerbasi, A., Cullen-Lester, K. L., [†]Solanelles, P., Carter, D. (Accepted). Beyond the Leadership Dyad: Applications of Social Network Analysis to Study Leadership Networks Emergence and Effectiveness. In R. Martin & O. Epitropaki (Eds). **Contemporary Perspectives on Relationship-Based Leadership**. Information Age Publishing

Carter, D.R., Cullen-Lester, K.L., [†]Solanelles, P., [†]Jones, J.M., & Wormington, S.V. (2024). Uncovering patterns of strategic leadership networks to support organizational agility. In S. Zaccaro, N. Hiller, and R. Klimoski (Eds). **Senior leadership teams and the agile organization**. SIOP Frontiers

Gerbasi, A., Emery C., Cullen-Lester, K. L., & Mahdon, M. (2023). Satisfied in the outgroup: How co-worker relational energy compensates for low-quality relationships with managers. In A. Gerbasi, C. Emery, and A. Parker(Eds). **Understanding workplace relationships**: 137-166. Cham, Switzerland: Palgrave MacMillan.

Parker, A., Gerbasi, A., & Cullen-Lester, K. L. (2023). Networks, Knowledge, & Rivalry: The effect of performance and co-location on perceptions of knowledge sharing. In A. Gerbasi, C. Emery, and A. Parker(Eds). **Understanding workplace relationships**: 295-324. Cham, Switzerland: Palgrave MacMillan.

Lees-Hotton, C. A., Cullen, K. L., & Svyantek, D. J. 2014. Pygmalion Expectations, Leader Gender, and Subordinate Gender Influence on Performance. In D. J. Svyantek & K. T. Mahoney (Eds.), **Organizational Processes and Received Wisdom**: 101-126. Charlotte, NC: Information Age Publishing.

Hetzler, J. M., Cullen, K. L., Jones-Farmer, L. A., & Svyantek, D. J. 2014. A Longitudinal Study of the Predictors of Contextual Performance. In D. J. Svyantek & K. T. Mahoney (Eds.), **Organizational Processes and Received Wisdom**: 213-240. Charlotte, NC: Information Age Publishing.

Winter, J. L., Svyantek, D. J., Bott, J. P., Cullen, K. L., & Smith, B. N. 2014. Situational and Personality Influences on Organizational Citizenship Behaviors: A CAPS Perspective. In D. J. Svyantek & K. T. Mahoney (Eds.), **Organizational Processes and Received Wisdom**: 241-262. Charlotte, NC: Information Age Publishing.

Svyantek, D. J., Cullen, K., & Doerr, A. J. 2014. Person–organization fit and its implications for human resource management practices. In R. R. Sims & W.I. Sauser (Eds.), **Legal and Regulatory Issues in Human Resources Management**: pp. 315-340. Charlotte, NC: Information Age Publishing.

- Chrobot-Mason, D., Cullen, K., & Altman, D. 2013. Leveraging networks through boundary spanning leadership. In J. Nickerson & R. Sanders (Eds.), **Tackling Wicked Government Problems**: 101-118. Arlington, VA: Oakland Street Publishing.
- Palus, C. J, Chrobot-Mason, D., & Cullen, K. L. 2013. Boundary-Spanning leadership in an interdependent world. In J. Langan-Fox and C. L. Cooper (Eds.), **Boundary-Spanning in Organizations: Network, Influence, and Conflict**: 206-229. New York: Routledge.
- Svyantek, D. J., Cullen, K. L., Svyantek F. 2013. Millennial Work Expectations and Organizational Incentive Systems: “Carrots” for the New Millennium. In W. Sauser & R. Sims (Eds.), **Managing Human Resources from the Millennial Generation**: 53-75. Greenwich, CT: Information Age Publishing.
- Cox, B., Cullen, K. L., Buskist, W., & Benassi, V. A. 2009. Helping undergraduates make the transition to graduate school. In D. S. Dunn, B.C. Beins, M. A. McCarthy, & G. W. Hill, IV (Eds.), **Best practices for beginnings and endings in the psychology major**: 319-329. Oxford University Press.
- Perdomo, B. L., Cullen, K. L. & Svyantek, D. J. 2007. New perspectives and research on familiar constructs. In D. J. Svyantek (Eds.), **Refining familiar constructs: New research in OB, HR and I/O**: 123-128. Greenwich, CT: Information Age Publishing.
- Svyantek, D. J., Cullen, K. L., Perdomo, B. L., & Goodman, S. A. 2007. Person-organization fit and job satisfaction: An interactional approach. In D. J. Svyantek (Eds.), **Refining familiar constructs: New research in OB, HR and I/O**: 233- 258. Greenwich, CT: Information Age Publishing.
- Svyantek, D. J., Mahoney, K. T., & Cullen, K. L. 2007. Technological determinism, sociotechnical systems, and classical warfare: Social innovation during a period of technological stasis. In D. J. Svyantek (Eds.), **Refining familiar constructs: New research in OB, HR and I/O**: 261-290. Greenwich, CT: Information Age Publishing.

Center for Creative Leadership White Papers

- Frear, K., Cullen-Lester, K. Carter, D., & Braddy, H. 2019. [How informal networks can strengthen your organization’s strategy.](#) Greensboro: Center for Creative Leadership.
- Cullen-Lester, K. & Willburn, P. 2016. Analytics for change: [How networks and data science will revolutionize organizational change.](#) Greensboro: Center for Creative Leadership.
- Graves, L. M, Cullen-Lester, K. L., Ruderman, M. N., Gentry, W. A., Lester, H. F. 2016. [Motivating Your Managers: What’s the Right Strategy?](#) Greensboro: Center for Creative Leadership.
- Cullen-Lester, K. & Edwards, B. D. 2015. [Change comes at a cumulative cost. Make it worth the investment!](#) Greensboro, NC: Center for Creative Leadership.
- Clerkin, C., & Cullen-Lester, K. 2015. [Navigating innovation roadblocks: Key differences between innovative and non-innovative organizations.](#) Greensboro, NC: Center for Creative Leadership.

- Cullen, K. L., Palus, C.J., & Chrobot-Mason, D. 2015. [Merrimack Pharmaceuticals: A story of Transformation.](#) Greensboro, NC: Center for Creative Leadership.
- Cullen, K. L., Willburn, P., Chrobot-Mason, D., & Palus, C. 2014. [Networks: How collective leadership really works.](#) Greensboro: Center for Creative Leadership.
- Deal, J. J., Stawiski, S.A. Meena, W, & Cullen, K. L. 2014. [What Makes a Leader Effective? Generations in India Weigh In.](#) Greensboro: Center for Creative Leadership.
- Gentry, W. A., Deal, J. J., Ruderman, M. N., Cullen, K. L., Greenhalgh, A. M., Maxwell, C. 2014. [Leadership is in the eye of the beholder: How images of leadership that people have differ across the organization.](#) Greensboro: Center for Creative Leadership.
- Palus, C. J., Asif, V., & Cullen, K. L. 2014. [Network-Savvy Executives: Five advantages for leaders in a Networked World.](#) Greensboro: Center for Creative Leadership.
- Willburn, P. & Cullen, K. L. 2014. [A Leader's Network: How to help your talent invest in the right relationships at the right time.](#) Greensboro: Center for Creative Leadership.
- Deal, J. J., Stawiski, S.A. Gentry, W. A., & Cullen, K. L. 2013. [What Makes a Leader Effective? U.S. Boomers, Xers, and Millennials Weigh In.](#) Greensboro: Center for Creative Leadership.
- Cullen, K. L., Palus, C. J., & Appaneal, C. 2013. [Developing Network Perspective: Understanding the Basics of Social Networks and their Role in Leadership.](#) Greensboro: Center for Creative Leadership.
- Gentry, W. A., Cullen, K. L., Deal, J. J., & Stawiski, S.A. 2013. [Absence of Support Makes the Heart Wander: Why People Want to Leave \(or Stay with\) Their Organization.](#) Greensboro: Center for Creative Leadership.
- Deal, J. J., Stawiski, S. A., Rweyongaza, S., Cullen, K. L., & Gentry, W. A. 2013. [What makes a leader effective? Generations in South Africa weigh in.](#) Greensboro: Center for Creative Leadership.
- Deal, J. J., & Stawiski, S. A., Hanley-Browne, R., Gentry, W. A., & Cullen, K. L. 2013. [What makes a leader effective? Generations in UK weigh in.](#) Greensboro: Center for Creative Leadership.
- Gentry, W. A., Cullen, K. L., & Altman, D. G. 2012. [The Irony of Integrity: A Study of the Character Strengths of Leaders.](#) Greensboro: Center for Creative Leadership.

Podcasts

Working Wisdom Episode 57 (April 29, 2019): A conversation on bridging the leadership gap in the energy industry with Bauer Management & Leadership Assistant Professor Kristin Cullen-Lester and Bauer accounting junior Konstantinos Vogiatzis.

<http://www.whereawesomehappens.com/working-wisdom-providing-research-based-guidance-to-improve-leadership-in-the-energy-industry/>

Blogs

- Cullen-Lester, K. L. November 3, 2016. What is the nature of leadership in flat organizations? CCL's Leading Effectively Blog.
- Cullen-Lester, K. L. September 23, 2016. Patterns Define Our World. CCL's Leading Effectively Blog.
- Cullen-Lester, K. L. May 27, 2016. Collective & Network Approaches to Leadership. CCL's Leading Effectively Blog.
- Cullen-Lester, K. L., & Pasmore, B. June 22, 2016. How do organizations get to a place of too much change? ATD's Senior Leaders & Executives Blog.
- Cullen-Lester, K. L., & Graves, L. May 12, 2016. Motivating your managers to want to do what they need to do. ATD's Management Community of Practice Blog.
- Cullen-Lester, K. L. January 16, 2016. The cost of change. ATD's Senior Leaders & Executives Blog
- Cullen-Lester, K. L. Oct. 2, 2015. Leadership development state of practice findings. CCL's Leading Effectively Blog.
- Carter, D. & Cullen, K. L. February 11, 2014. Preparing for Atlanta's next big snow and other wicked challenges: Three insights for Multiteam system leadership. CCL's Leading Effectively Blog.

Technical Reports

- Deal, J. J., Cullen, K. L., Stawiski, S. A., Gentry, W. A., & Ruderman, M. 2015. World Leadership Survey Biannual Report on Employee Commitment and Engagement 2013-2014. QuickView Leadership Series. Greensboro: Center for Creative Leadership.
- Deal, J. J., Cullen, K. L., Stawiski, S., Gentry, W. A., & Ruderman, M. 2012. World Leadership Survey Biannual Report: How to maintain and engaged workforce. Greensboro: Center for Creative Leadership.
- Sollie, D. L., Cullen, K. L., & Svyantek, D. J. 2011. ADVANCE Auburn Work Environment Survey. Prepared for dissemination at Auburn University.
- Sollie, D. L., Jenda, O., Wooten, M., Svyantek, D. J., Smith, A., Alexander, T., Hague, D., & Cullen, K. L. 2011. ADVANCE Auburn – Partnerships for Adaptation, Implementation and Dissemination: STEM Transformation Through “Small Wins” Fifth Annual Report. Prepared for the National Science Foundation Contract 0620000.
- Cullen, K. L., Casper, C. W., Edwards, B. D., & Gue, K. 2010. The State of the Distribution Workforce and What It Means for the Material Handling Industry–2010: Final Report of Activities. Submitted to Blum, Inc., Stanley, NC.
- Cullen, K. L., Casper, C. W., Edwards, B. D., & Gue, K. 2010. The State of the Distribution Workforce and What It Means for the Material Handling Industry–2010: Final Report of Activities. Submitted to Smith Drug Company, Spartanburg, SC.

- Cullen, K. L., Casper, C. W., Edwards, B. D., & Gue, K. 2010. The State of the Distribution Workforce and What It Means for the Material Handling Industry–2010: Final Report of Activities. Submitted to Regis Corporation, Minneapolis, MN.
- Cullen, K. L., Edwards, B. D., Gue, K., & Casper, C. W. 2010. The State of the Distribution Workforce and What It Means for the Material Handling Industry–2010: Final Report of Activities. Submitted to Material Handling Industry of America (MHIA) and the College Industry Council on Material Handling Education (CICMHE).
- Cullen, K. L., Casper, C. W., Edwards, B. D., & Gue, K. 2010. Regis Distribution Center Employee Survey Results. Submitted to Regis Corporation, Minneapolis, MN.
- Cullen, K. L., Johnson, J., Vaughn, E., & Edwards, B. D. 2007. Development of a computerized safety training program for new employees. Submitted to Donaldson Company, Inc., Auburn, AL.
- Cullen, K. L., Vaughn, E., & Edwards, B. D. 2008. Development of new hire safety training for maintenance personnel: Scissor lift and JLG lift modules, knowledge-based tests, and work sample tests. Submitted to Donaldson Company, Inc., Auburn, AL.
- Sollie, D. L., Stroop-Gardiner, M., Jenda, O., Wooten, M., Svyantek, D. J., Smith, A., Alexander, T., Hague, D., Cullen, K. L., Gunther, K., & Sumer, O. 2008. ADVANCE Auburn – Partnerships for Adaptation, Implementation and Dissemination: SEM Transformation Through “Small Wins” Second Annual Report. Prepared for the National Science Foundation Contract 0620000.
- Stroop-Gardiner, M., Sollie, D. L., Jenda, O., Wooten, M., Svyantek, D. J., Alexander, T., Hague, D., & Cullen, K. L. 2007. ADVANCE Auburn – Partnerships for Adaptation, Implementation and Dissemination: SEM Transformation Through “Small Wins” First Annual Report. Prepared for the National Science Foundation Contract 0620000.

Press

- Managers’ motivation research feature in the Worcester Telegram and Worcester Business Journal (April, 2016).
- Interviewed for HR Magazine article by Bill Roberts which appeared January 1, 2014 called The Value of Social Network Analysis.
- Agile Development Practices in Team Networks Research Project sponsored by the Alfred J. Marrow New Directions in Leadership spotlighted in featured news by Southern Methodist University.
- Integrity research highlighted by the Wall Street Journal online At Work (January 29, 2013). Human Resource Executive also wrote a post for its blog The Leader Board (February 7, 2013). This work was also featured by the Chief Learning Officer in the article, Three Rules to Develop Integrity (March 13, 2013), and the Globe and Mail in the article, Why Leaders Need to Have Integrity (September 8, 2013).
- Proactive personality research featured in an article, “College isn’t just about academics” (October 13, 2012) by dailyRX

Interview excerpts featured in Manager (UK magazine) on the importance of respecting intergroup boundaries and networks for leaders and collaboration (Spring 2013, p. 15-16).

Invited Presentations

Cullen-Lester, K. L. October 2024. Presentation at Auburn University

Cullen-Lester, K. L. June 2023. "Should I Reach Up? Gender Differences in Benefiting from Higher-Ranking Contacts." Presentation at the Social Network Society. Exeter, UK

Cullen-Lester, K. L., March 2023. Clemson University [virtual]

Cullen-Lester, K. L., March 2023. University of Mississippi. Panelist for "Superwomen: Strategies for managing personal challenges facing women in leadership." Hosted by the University's Women in Leadership Graduate Student Organization (WIL).

Arena, M., Cullen-Lester, K.L., & Martin, K. December 2022. The Great Reconnection. Panel for the Connected Commons: Connectivity & Collaboration Community [virtual]

Cullen-Lester, K. L. November 2022. University of Memphis

Cullen-Lester, K. L., May and June 2022. Me1st Leadership Academy [virtual sessions]

Cullen-Lester, K. L., March 2022. Wayne State University [virtual]

Cullen-Lester, K. L., December 2022. Exeter Network Center [virtual]

Cullen-Lester, K. L. May 2021. The Hidden Power of Networks. Virtual Presentation to Exeter University Chief Executive Officer Network

Cullen-Lester, K. L. October 2020. Teams in Industry. Virtual Presentation to Georgia Institute of Technology

Cullen-Lester, K. L. November 2019. Incorporating Networks into Leadership Development: Opportunities and Challenges for Science and Practice. Presentation at the University of Houston, Houston, TX.

Cullen-Lester, K. L. October 2019. Inclusive Leadership Initiative Luncheon. Presentation Houston, TX.

Cullen-Lester, K. L. September 2019. Incorporating Networks into Leadership Development: Opportunities and Challenges for Science and Practice. Presentation at Rice University, Houston, TX.

Cullen-Lester, K. L. February 2019. The Social Side of Leadership: Developing Meaningful Relationships to Foster Community and Improve Performance. Education Grand Rounds Series at the Baylor College of Medicine, Houston, TX.

Cullen-Lester, K. L. October 2018. When are Two Extraverts Too Many? Dominance Complementarity in Energizing Workplace Relationships. Presentation at the University of Mississippi, Oxford, MS.

Cullen-Lester, K. L. July 2018. Target Accelerated Leadership Program - Understanding and Leveraging Networks. Workshop presented in Minneapolis, MN.

- Cullen-Lester, K. L. April 2018. When are Two Extraverts Too Many? Assortativity Effects in Energizing Workplace Relationships. Presentation at the ION8, Lexington, KY.
- Cullen-Lester, K. L. September 2017. Fostering networks for change. Global meeting of Information Technology Leaders, Moline, Iowa.
- Cullen-Lester, K. L. & Willburn, P. May 2017. Enhancing your network perspective. John Deere, Leadership EDGE. Moline, Iowa.
- Schreiber, C. & Cullen-Lester, K. L. August 2016. Using networks to enable and align strategic innovation. Connected Commons Spotlight Series.
- Cullen-Lester, K. L. July 2016. Misconceptions About and Strategies for Developing Effective Networks. Department of Defense, Transition to Veterans Program Office.
- Cullen-Lester, K. L. July 2016. Incorporating Networks into Leadership Development: An Organizing Framework for Evaluating Research and Practice. Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands.
- O'Leary, R. O, Milward, B. H., Cullen-Lester, K. L., Campbell, E. & Schubert, C. B. June 2016. The Management and Leadership in/of goal directed networks. Panel on Moderator by A. Saz-Carranza at the Goal-directed networks: The state of the art. ESADE Business School, Barcelona, Spain.
- Willburn, P., & Cullen-Lester. June 2016. Networks and Leadership. One-day intensive workshop presented at the LINKS Center Summer Workshop, Lexington, KY.
- Cullen-Lester, K. L. March 2016. Using Networks to Understand Leadership and Enhance Leadership Development. University of Georgia, I/O Psychology Speakers Series, Athens, GA.
- Cullen, K. L., & Willburn, P. February 2015. Using Networks to Understand Leadership and Enhance Leadership Development. Visiting Scholars Series at the University of Kentucky LINKS Center, Lexington, KY.
- Cullen, K. January 2015. Developing, Shaping, and Co-creating Networks for Greater Impact. [Webinar](#): The Conference Board.
- Cullen, K. L. November 2013. Leveraging networks for leadership and organizational direction: Proven and cutting-edge approaches. Keynote Presentation at the Leading Insights Summit, Boston, MA.
- Yarborough, P., Fontenot, M. E., Quicksall, A., & Cullen, K. April 2013. The agile classroom – Design courses as observation platforms and the positive impact of leadership development on technical rigor. Presentation at the Community of Practice for Leadership Education for the Twenty-first Century Engineers. Dallas, TX
- Cullen, K. L., & Schoeberl, B. April 2013. Boundary spanning leadership and network development: Driving collaboration and innovation. Keynote Presentation at the Network Roundtable, Alexandria, VA.

- Cullen, K. L. March 2011. Applying I/O psychology to material handling & logistics. Presentation at the Material Handling & Logistics Classroom Day, part of PROMAT: A MHIA International Expo, Chicago, IL.
- Edwards, B. D., & Cullen, K. L. March 2011. The worker-centric warehouse: Achieving worker productivity and acceptance of change. Presentation at PROMAT: A MHIA International Expo, Chicago, IL.
- Cullen, K. L., Edwards, B. D., Woehr, D., & Fleisher, M. February 2010. Improving applied measurement: Using frequency estimates to capture personality consistency. Paper presented at the 15th Annual Auburn University Department of Psychology Research and Teaching Festival, Auburn, AL.

Conference Presentations

- Cullen-Lester, K. L. & Pryor, G. (Co-Chairs). (April, 2025). From Insights to Impact: Leveraging Network Analysis to Drive Business Success. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.
- Cullen-Lester, K. L. & Pryor, G. (Co-Chairs). (April, 2025). Network Science Insights for Leadership, Teams, and DEI Researchers & Practitioner. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.
- Cullen-Lester, K. L., Yang, S. W., & Lester, H. (2024). *CARMA@SMA: Introduction to Organizational Social Network Research*. Worksop at Southern Management Association, San Antonio, TX.
- Bigelow, B., Locklear, L. R., Chawla, N., Craven, M., Dimotakis, N., Cullen-Lester, K. L., Hirshman, A., Rosen, C. C., Ruggs, E., Sheridan, S. B., Smith Washington, A. N. (2024). *Women in Management: Advice for Female Scholars and their Allies*. Symposium at Southern Management Association, San Antonio, TX.
- Soltis, S., Gittell, J. H., Bannya, A., R., Cullen-Lester, K. L., Floyd, T. M., Kerrissey, M., Mehra, A., Shortell, S. M., Wie, S. (2024, August). Innovating the Future of Relational Analytics: Bridging Relational Coordination and Social Networks. Professional Development Workshop at the 84th Annual Meeting of the Academy of Management, Chicago, IL
- Lewis, D., Landis, B., McEvily, B. Ter Wal, A. L. J., Cullen-Lester, K. L., Tasselli, S., Oshotse, A. (2024, August). Teaching Social Networks. Professional Development Workshop at the 84th Annual Meeting of the Academy of Management, Chicago, IL
- Tasselli, S., Halgin, D. S. Emery, C., Borgatti, S. P., Cullen-Lester, K. L., Gerbasi, A., Mehra, A., Pallotti, F., Zhou, L., Quintaine, E., Labianca, G., Liu, S. (2024, August). Publishing Organizational Network Research: Developing Ideas & Draft Papers for Publication. Professional Development Workshop at the 84th Annual Meeting of the Academy of Management, Chicago, IL

- Roberson, Q. M., Blocker, V. E., Carter, D. R., Cullen-Lester, K. L., Jones, J. M. (2024, August). A Social Network Approach to Understanding Workgroup Inclusion. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL
- Woehler, M., L., Porter, C. M., & Cullen-Lester, K. L. (2024, August). Should I Research Up? Gender Differences in Benefiting from Higher-Ranking Contacts. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL
- Solanelles, P., He, Y., Cullen-Lester, K. L., Zhu, S., Zhou, Y. (2024, August). Workplace Venting and Informal Leadership: A Network Analysis. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL
- Du, F., Maupin, C.K., Cullen-Lester, K., & Lester, H. (April, 2024) Unlocking Potential: Task Advice Network Dynamics in Diverse Teams. In F. Koko & C.K. Maupin (Chairs) Network-Based Approaches for Understanding Diversity in Organizations. Symposium accepted to the 39th Annual Society for Industrial and Organizational Psychology Conference: Chicago, IL.
- Solanelles, P., & Cullen-Lester, K. L. (2023, August). Teaming up! Maximizing Employee's Potential through the Assembly of Teams. Caucus presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Piplani, R. S., Floyd, T. M, Grosser, T., & Cullen-Lester, K. L. (2023, August). Should I Stay or Leave? The Effect of Workflow Network Change on Employee Turnover. Paper presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA
- Carter, D., Cullen-Lester, K., Jones, J., & Solanelles, P. (April, 2023). A network approach to understanding strategic leadership systems. In G. N. Burns, & N. S., Duong (Co-Chairs). (2023). Research incubator: Network methods in organizational research [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Cullen-Lester, K., Tideman, & Gerbasi, A. (April, 2023). Escalation of Verbal Aggressiveness in Conference Calls. ION IX. Hosted by the LINKS Center at the University of Kentucky's Gatton College of Business and Economics. Lexington, KY, United States.
- Cullen-Lester, K., Woehler, M., Lester, H., & Solanelles, P. (2022, August). Calling on ties when everyone is under siege: Gender, pervasive threat, and network utilization. In the E. L. Campbell & C. T. Shea Symposium; Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA
- Maupin, C.K., Balkundi, P, Cullen-Lester, K. (Panelist), Emery, C., Woehler, M., Choudhury, A., & Resnick, S. (2022, August). Exploring leadership through social networks: The next frontier. Panel symposium presented at the 82nd Annual Meeting of the Academy of Management: Seattle, WA.

- Solanelles, P., & Cullen-Lester, K. (2022, August). Teaming up! Creating a better world by advancing research on the assembly of high-performing teams. Caucus presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA
- Grosser, T., Sterling, C., Piplani, R. S., Cullen-Lester, K. L., & Floyd, T. M. A Network View on Workplace Inclusion: The Role of Closure, Centrality, and Need for Affiliation. Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA
- Emery, C., Gerbasi, A., Cullen-Lester, K. L. (July, 2022) Track Organizers: Leadership & Networks. Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Hybrid Conference, Cairns, Australia.
- Cullen-Lester, K. (2022, April). Trend #10: Enabling Organizational Culture in a Changing Workplace Environment. In Cave, K.A., Ramdial, K., & Stevens, S. C. Igniting SIOP's Top Ten Workplace Trends with I-O Thought Leaders [IGNITE! Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States. Invited INGITE Presentation Symposium accepted for the 37th Annual Society for Industrial and Organizational Psychology Conference: Seattle, WA.
- Cullen-Lester, K., Carter, D., Solanelles, P., Jones, J. & Wormington, S. (2022, April) Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges. In Chackoria, J. & Bell, S. T. Novel Applications of Social Network Analysis in I-O Psychology. Symposium accepted for the 37th Annual Society for Industrial and Organizational Psychology Conference: Seattle, WA.
- Solanelles, P., Cullen-Lester, K., Lester, H. (November 2021). A network approach to team assembly: Antecedents of network-leveraged team formation. Paper to be presented at the Southern Management Association Conference, New Orleans, LA
- Solanelles, P., Cullen-Lester, K., Woehler, M., & Lester, H. (October 2021). Calling on strong and weak ties when Forming a Team: The impact of COVID-19 on men's and women's network utilization. Paper to be presented at the INGRoup Conference, virtual conference
- Ozgen, S., Hiller, N.J., Fainshmidt, S., Cullen-Lester, K. (2021, October). Contours of Double Standards in Promotability into the Upper Echelons. *Presented* at the 41st Annual Strategic Management Society Conference (Virtual).
- Ozgen, S., Hiller, N.J., Fainshmidt, S., Cullen-Lester, K. (2021, Sept, 2021). Gender-Based Double Standards in Promotability Across Institutions. *Presented* at the 14th People and Analytics Conference (Virtual - Hosted by The Wharton School, Philadelphia, PA).
- Cullen-Lester, K. (2021, April) Invited Presentation - Acceptance of 2021 Early Career Contribution-Practice Award. Presentation in the 2021 Best Practice and Application of I-O Award Winners symposium. Organized by Liberty J. Munson at the 36th annual meeting of the Society for Industrial and Organizational Psychology (SIOP) (Virtual).
- Jones, J. M., Lester, H. F., Cullen-Lester, K. L., Carter, D. R., & Walters, R. W. (2020, October 1-29). Do our multilevel models match our theories? Advanced multilevel models to

- represent heterogenous within-group dependencies. Interdisciplinary Network for Group Research Annual Conference, Seattle, WA, United States.
- Meuser, J.D., Scandura, T.A., Anand, S., Bauer, T., Coglisier, C.C, Cullen-Lester, K.L., Emery, C., Liden, R.C., Nahrgang, J.D., Rockstuhl, T., Shore, L.M., Sin, H., Tse, H., & Vidyarathi, P.R. (2020, August). Leader-Member Exchange (LMX) Research Incubator Professional Development Workshop (PDW). Session at the annual meeting of the Academy of Management, Vancouver, BC cancelled.
- Woehler, M., Cullen-Lester, K. L., & Lester, H. July, 2020. Gender and networking: Building and benefiting from high status ties in the workplace. Paper presented at Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Virtual Conference.
- Lester, H. F., Cullen-Lester, K. L., Amspoker, A. B., Spitzmueller, C., Thomas, C. L., & Hysong, S. J. June, 2020. Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Virtual Conference.
- Trainer, H.M., Carter, D.R., Cullen-Lester, K., Frear, K., & Jones, J.M. August, 2019. The followership gender gap. In Farro, A. (Chair). Gender as a substantive variable in leadership studies: Individual and team level perspectives. 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.
- Jones, J. M., Mohan, G., Carter, D. R., Cullen-Lester, K. L., & Frear, K. July 2019. The drivers of strategic conversations in upper-echelon teams. In J. Grand (Chair), Organizational Relational Networks Symposium. 14th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Lisbon, Portugal.
- Cullen-Lester, K. L., Gerbasi, A., Emory, C. June 2019. Embedding LMX and Networks. In A. Gerbasi, Cullen-Lester, K.L. & Emory, C. (Chairs), Leadership & Networks track at the Sunbelt Networks Conference, Montreal, Canada.
- Floyd, T., Cullen-Lester, K. L., & Grosser, T. June 2019. Networks and Leadership Development: A Networks Training Field Experiment. In A. Gerbasi, Cullen-Lester, K.L. & Emory, C. (Chairs), Leadership & Networks track at the Sunbelt Networks Conference, Montreal, Canada.
- Emery, C., Gerbasi, A., & Cullen-Lester, K. May 2019. Examining how LMX Differentiation Shapes the Pattern of Social Networks. Presented at the 19th Congress of the European Association for Work & Organizational Psychology, Turnin, Italy.
- Emery, C., Gerbasi, A., Cullen-Lester, K., Lee, A., & Parker, A. May 2019. Political Navigators: Political Skills & Accuracy in Social Network Perception. Presented at 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece.
- Cullen-Lester, K. L., Leroy, H., Nguyen, B., & Gill, C. May 2019. Overcoming the Disconnect between Felt and Perceived Authenticity: The Role of Political Skill. Presented at 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece.

- Cullen-Lester, K. L., Gerbasi, A., & Emory, C. April 2019. Modeling Collective Leadership: Applying Advanced Social Network Techniques to Quantify the Patterns and Processes of Leadership. In Maupin, C. K. & McCusker, M. E. Symposium on Capturing Complexity: Methodological Advancements for Collective Leadership at the 34th annual meeting of the SIOP, National Harbor, MD.
- Fernandez, K., Cullen-Lester, K. L., Downs, H., Giscombe, K., & O'Malley, A. April 2019. Rigor Versus Real Life: Navigating Conducting High-Quality Research in Applied Settings. IGNITE! Panel at the 34th annual meeting of SIOP, National Harbor, MD.
- Lester, H.F., & Cullen-Lester, K. April 2019. Heterogeneity of Variance: From Nuisance to Novel Research Questions. Poster presented at the 34th annual meeting of SIOP, National Harbor, MD.
- McCauley, C, Braddy, P., & Cullen-Lester, K. April 2019. Direction, Alignment, Commitment: Measuring the Collective Outcomes of Leadership. Poster presented at the 34th annual meeting of SIOP, National Harbor, MD.
- Cullen-Lester, K.L., Carter, D., Frear, K., Busenbark, J., Jones, J., Mohan, G., Tawse, A., & Listyg, B. March 2019. Leveraging Social Network Approaches to Examine Strategic Conversations in the Upper Echelons. Presentation at the Strategic Management Society Special Conference, Las Vegas, NV
- Ozgen Novelli, S.O., Hiller, N.J., Cullen-Lester, K. August 2018. Leader Self-views and Leadership Outcomes: A set-theoretic Approach. Presentation as a part of Symposium at the Academy of Management Conference, Chicago.
- Parker, A., Gerbasi, A., & Cullen-Lester, K. L. August 2018. A Social Comparison Approach to Knowledge Hiding. Academy of Management Annual Conference, Chicago, IL.
- Emery, C., Cullen-Lester, K.L., Gerbasi, A., & Frear, K. August 2018. Relational Energy: A moderated mediation model of LMX to Job Satisfaction. Presentation as a part of Symposium at the Academy of Management Annual Conference, Chicago, IL.
- Gerbasi, A., Emery, C., & Cullen-Lester, K.L. June 2018. Using Social Network Analysis to Quantify Collective Leadership Processes and Patterns. Presentation as a part of Symposium at the Sunbelt Networks Conference, Utrecht, Netherlands.
- Cullen-Lester, K. L., Parker, A., Gerbasi, A., & Leroy, H. June 2018. One Extravert Too Many: Negative Assortativity for Extraverts in Energizing Workplace Relationships. Presentation as a part of Symposium at Sunbelt Networks Conference, Utrecht, Netherlands.
- Parker, A., Gerbasi, A., & Cullen-Lester, K. L. June 2018. A Social Comparison Approach to Knowledge Hiding. Presentation as a part of Symposium at Sunbelt Networks Conference, Utrecht, Netherlands.
- Gerbasi, A., Maupin, C. K., Cullen-Lester, K. L., & Carter, D. R. May 2018. Thriving Across Boundaries: The Moderating Effect of Formal and Informal Leadership. Presentation as a

- part of Symposium at the 3rd Interdisciplinary Perspectives on Leadership Symposium, Chania, Crete.
- Baranik, L., Krath, L.M., Ashburn-Nardo, L., Bradley, E., Cullen-Lester, K. L., Dalal, D. K., Johnson, R., Carter, D.R., & Maupin, C. K. April 2018. What You Need to Know: Law, Diversity, Technology, Selection, Leadership Updates. Symposium at the 33rd annual meeting of SIOP, Chicago, IL.
- Chrobot-Mason, D., Campell, K., Cullen-Lester, K.L., Aramovich, N., Blankenship, J.R., Fleenor, J. W., Nae, E. Y. April 2018. Leveraging Leadership: Role of Leaders in Creative Collaborative Work Environments. Symposium at the 33rd annual meeting of SIOP, Chicago, IL.
- Cullen, K. L. Webster, B. D., Edwards, B. D., & Braddy, P. W. October 2017. Employees' Cumulative Experience of Organizational Change: Why so negative? Presentation at the Southern Academy of Management annual meeting, St. Pete Beach, FL.
- Methot, J. R., Soltis, S. M., Allen, D., Cotton, R., Cullen-Lester, K., Delery, J., Downs, P., Fulmer, I., Gittell, J. H., Halgin, D., Käse, R., Labianca, J., Lee, T., & Moliterno, T. August 2017. Building a research community: Advancing a social network perspective in human resource management. Professional Development Workshop presented at 77th annual meeting of the Academy of Management (AOM), Atlanta, GA.
- Gerbasi, A. & Cullen-Lester, K. L. August 2017. Exploring the Interface between LMX Theory and Social Network Theories and Methods. Caucus convened at the 77th annual meeting of the AoM, Atlanta, GA.
- Cullen-Lester, K. L., & Porter, C. August 2017. Beyond Heroes: The Empirical Study of Leadership as a Social, Dynamic, and Multilevel Phenomenon. Caucus convened at the 77th annual meeting of the AoM, Atlanta, GA.
- Cullen-Lester, K. L., Graves, L. M., & Deal, J. J. May 2017. Thriving in leadership roles: The importance of autonomous motivation. Paper presented at the 8th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Cullen-Lester, K. L., Gerbasi, A., Schorch, S., & Porath, C. May 2017. The consequences of role stressors for workplace civility. Paper presented at the 8th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Chrobot-Mason, D., Wilburn, P., & Cullen-Lester, K. November 2016. Strategies for creating a diverse and effective network. Professional development workshop delivered at the Annual International Leadership Association Conference. Atlanta, GA.
- Cullen-Lester, K. L., & Gerbasi, A. September 2016. Quantifying Collective Leadership Processes and Patterns with Network Analysis. NYU Co-Lead Workshop. New York, NY.
- Chrobot-Mason, D., Cullen-Lester, K. L., Willburn, P. August 2016. Strategies for Creating a Diverse and Effective Network. Professional Development Workshop presented at the 76th annual meeting of the AoM, Anaheim, CA.

- Cullen-Lester, K. L., DiazGranados, D., Reiter-Palmon, R., Rosen, M. A., & Wilson, S. April 2016. Bridging the Gap: Challenges of Leadership in Healthcare. Panel chaired by M. L. Shuffler, D. C., Verhoeven, & N. M. Savage at the 31th annual meeting of SIOP, Anaheim, CA.
- Maupin, C. K., Cullen-Lester, K. L., & Carter, D. R. April 2016. Developing, shaping, and co-creating: Leveraging relationships for leadership development. In C. K. Maupin, L. Zhou, and D. R. Carter (Co-Chairs), The intersection of leadership development and social contexts. Symposium at the 31st annual meeting of the SIOP, Anaheim, CA.
- Cullen-Lester, K. L., Maupin, C. K., Woehler, M. L., & Howell, J. W. April 2016. Opportunities and Challenges of Network Analysis. Ignite session and panel chaired by J. W. Howell & C. M. Porter at the 31th Annual meeting of the SIOP, Anaheim, CA.
- Cullen-Lester, K. L., Woehler, M. L., & Willburn, P. April 2016. Network-based Leader Development. In C. N. Lacerenza, and K. L. Cullen-Lester, Develop me! Novel Approaches to Enhance Leadership. Symposium at the 31st annual meeting of SIOP, Anaheim, CA. [SIOP All-Conference Session].
- Cullen, K., Leroy, H., Gerbasi, A., & Nishii, L. January 2016. Energy's Role in the Extraversion (Dis)advantage: How Energy Ties and Task Conflict Help Clarify the Relationship between Extraversion and Proactive Performance. International Workshop: Distrust and Conflict Escalation in Organizations and Societies. Groningen, the Netherlands.
- Cullen, K. L., & Carter, D. R. August 2015. Network approaches to opening governance and leadership. Caucus convened at the 75th annual meeting of the AoM, Vancouver, BC.
- Chrobot-Mason, D., Gerbasi, A., & Cullen, K. L. August 2015. Predicting leadership ties: The role of organizational, team, and boundary spanning identity. Paper presented at the 75th annual meeting of the AoM, Vancouver, BC.
- Schreiber, C., & Cullen, K. L. August 2015. Exploring leadership culture and organizational structure to enhance adaptivity and innovation. Caucus convened at the 75th annual meeting of the AoM, Vancouver, BC.
- Parker, A., Gerbasi, A., Cullen, K. L., & Porath, C. June 2015. Extraversion and conscientiousness as antecedents of energizing relationships in organizations. Paper presented at XXXV Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Brighton, UK.
- Gerbasi, A., Parker, A., Porath, C., & Cullen, K. L. June 2015. Evolution of Energizing Relationships within Organizations. Paper presented at the 7th biennial Positive Organizational Scholarship Research Conference, Orlando, FL.
- Sywulak, L., Gammon, A. R., Cullen, K. L., Scott T. Gebhardt, S. T., Ivory, T., Stein, J. H., Smith, C. C., & Sudduth, M. M. April 2015. An insider's guide to preparing for an applied career. Roundtable at the 30th annual meeting of the SIOP, Philadelphia, PA.

- Cullen, K.L., Leroy, H., Gerbasi, A. April 2015. Unraveling ties that link extraversion and proactive performance in teams. Poster at the 30th annual meeting of the SIOP, Philadelphia, PA.
- Graves, L., M., Cullen, K.L., Lester, H. F., Ruderman, M. N. & Gentry, W. A. April 2015. Understanding managers' motivational profiles: Nature, antecedents, and consequences. Poster presented at the 30th annual meeting of the SIOP, Philadelphia, PA.
- Chrobot-Mason, D., & Cullen, K. L. April 2015. Using networks to influence people and ignite change. Symposium at the 30th annual meeting of the SIOP, Philadelphia, PA.
- Cullen, K. L. Webster, B. D., Edwards, B. D., & Braddy, P. W. August 2014. Measuring Cumulative Workplace Change: Development of the Cumulative Change Scale. Presentation at the 73rd annual meeting of the AoM, Philadelphia, PA.
- Cullen, K. L. August 2014. Panelist in Oetama-Paul, A., & Thomas, N. session Finding and Making the Most of Postdoc Opportunities. Panelist on the Professional Development Workshop. Presented at the 73rd annual meeting of the AoM, Philadelphia, PA.
- Palanski, M., Cullen, K. L., Gentry, W. A., & Bruha, C. August 2013. Is Behavioral Integrity an Antecedent to Leader Courage? Presented at the 72nd annual meeting of the AoM, Orlando, FL.
- Chrobot-Mason, D. & Cullen, K. L. August 2013. Spanning the Great Divide: Six Practices to Transform Limiting Borders into New Frontiers. Professional Development Workshop at the 72nd annual meeting of the AoM, Orlando, FL.
- Graves, M. L., Lester, H., Cullen, K. L., & Ruderman, M. N. June 2013. Understanding the nature and consequences of managers' work motivation: A latent profile modeling approach. Paper presented at the 5th International Conference on Self-Determination Theory, Rochester, NY.
- Gerbasi, A., Parker, A., Porath, C., & Cullen, K. June 2013. Too close for comfort: The effect of shared physical space on affect. ARS 13 Networks in space and time: models, data collection and applications. Paper presented at the University of Roma Tre. Rome, Italy.
- Cullen, K. L., Gentry, W. A., Sosik, J. J., Chun, J., Leupold, C. R., & Tonidandel, S. April 2013. Differences in self-other rating agreement of integrity across managerial levels. Poster presented at the 28th annual meeting of the SIOP, Houston, TX.
- Cullen, K. L., Gerbasi, A., & Chrobot-Mason, D. April 2013. Navigating the demands of communication network centrality: A mediated-moderation model. Poster presented at the 28th annual meeting of the SIOP, Houston, TX.
- Cullen, K. L., Gentry, W. A., & Yammarino, F. J. April 2013. Cultural differences in self-other disagreement and leader derailment. Poster presented at the 28th annual meeting of the SIOP, Houston, TX.
- Gentry, W. A., Cullen, K. L., Sosik, J. J., Chun, J., Leupold, C. R., & Tonidandel, S. April 2013. Integrity's place in middle- and top-level managerial performance. Poster presented at the 28th annual meeting of the SIOP, Houston, TX.

- Tubré, T., Edwards, B.D., Cullen, K.L., & Sommer, S. April 2013. Comparing predictors of emergent leadership in face-to-face and virtual teams. Poster presented at the 28th annual meeting of the SIOP, Houston, TX.
- Cullen, K. L., Svyantek, D. J., Jones-Farmer, L. A., & Edwards, B. D. August 2012. Performance ratings in co-located and virtual teams. Paper presented at the 71st annual meeting of the AoM, Boston, MA.
- Cullen, K. L., Lester, H. F., Svyantek, D. J., & Winter, J. April 2012. Examination of reciprocity and general tendencies in leader-member exchange (LMX). Poster presented at the 27th annual meeting of the SIOP, San Diego, CA.
- Cullen, K. L., Fan, J., & Liu, C. August 2011. Employee popularity mediates the relationship between political skill and interpersonal mistreatment. Paper presented at the 70th annual meeting of the AoM, San Antonio, TX.
- Sollie, D. L., Svyantek, D. J., Smith, A. E., Hague, D., Alexander, T., Brown, V. R., & Cullen, K. L. 2011. A “Small Wins” approach to institutional transformation. Poster presented at the Joint Annual Meeting for National Science Foundation, Division of Human Resource Development, Washington, DC.
- Svyantek, D. J. Alexander, T., Brown, V. R., Cullen, K. L., Hague, D., Jenda, O., Smith, A., & Sollie, D. May 2011. Graphical methods and balancing intervention cost, benefit, and times. Poster presented at the 23rd annual convention of the Association for Psychological Science (APS), Washington, DC.
- Cullen, K. L., Casper, W., Edwards, B. D., Gue, K., & Tubré, T. April 2011. Organizational support mediates effects of employee adaptability in the workplace. Poster presented at the 26th annual meeting of the SIOP, Chicago, IL.
- Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. November 2010. Decision making consequences of the paradoxical flip. Poster presented at the 31st annual convention of the Society for Judgment and Decision Making (SJD), St. Louis, MO.
- Fleisher, M., Woehr, D., Edwards, B. D., & Cullen, K. L. April 2010. Personality variability across situations can be captured with frequency-based measurement. Featured top-rated poster presented at the 25th annual meeting of the SIOP, Atlanta, GA.
- Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. November 2009. An examination of real-world predictions from experience and description. Poster presented at the 30th Annual Convention of the SJD, Boston, MA.
- Cullen, K. L., Fleisher, M., Woehr, D., & Edwards, B. D. August 2009. Recognizing the importance of personality consistency in I-O psychology. Poster presented at the 117th annual convention of the American Psychological Association, Toronto, ON.
- Michel, J., Mitchelson, J., & Cullen, K. L. April 2009. Non-symmetrical relationships between support, involvement, role stressors, and work-family conflict. Poster presented at the 24th annual meeting of the SIOP, New Orleans, LA.

- Cullen, K. L., Polick, A. S., & Buskist, W. February 2009. How valued is teaching research in hiring and tenure decisions? Poster presented at the 21st annual conference of the Society for the Teaching Psychology (STP), Atlanta, GA.
- Suits, W. T., Cullen, K. L., & Buskist, W. February 2009. Is extra credit really beneficial and who does it help? Poster presented at the 21st annual conference of STP, Atlanta, GA.
- Cullen, K. L., Howard, C., Polick, A. S., Cox, B. D., Suits, W. T., & Buskist, W. February 2009. How faculty make a difference in students' lives. Poster presented at the 21st annual conference of STP, Atlanta, GA.
- Cox, B. D., Polick, A. S., Howard, C., Cullen, K. L., & Buskist, W. February 2009. An experimental investigation of classroom cheating detection: Does training help or hinder? Poster presented at the 21st annual conference of the STP, Atlanta, GA.
- Cullen, K. L., Lester, H. F., Franco-Watkins, A. M., & Svyantek, D. J. November 2008. March Madness... or is it? It's all about confidence. Poster presented at the 29th Annual Convention of the SJDM, Chicago, IL.
- Cullen, K. L., Lester, H. F., & Svyantek, D. J. May 2008. Individual differences in stable motivational qualities and skill acquisition. Poster presented at the 20th annual convention of the APS, Philadelphia, PA.
- Cullen, K. L., Hetzler, J. M., Svyantek, D. J., & Goodman, S. April 2008. Effects of supervisor and subordinate gender on contextual performance evaluations. Poster presented at the 23rd annual meeting of the SIOP, San Francisco, CA.
- Cullen, K. L., Walsh, J., Edwards, B. D., Wallace, J. C., & Tubré, T. April 2008. Effects of role ambiguity and supervisor support on safety performance. Poster presented at the 23rd annual meeting of the SIOP, San Francisco, CA.
- Fleisher, M., Cullen, K. L., Woehr, D., & Edwards, B. D. April 2008. Response distortion in frequency-based versus traditional personality measurement. Interactive poster presented at the 23rd annual meeting of the SIOP, San Francisco, CA.
- Hetzler, J. M., Cullen, K. L., & Svyantek, D. J. August 2007. Dimensionality and stability of contextual performance across time. Paper presented at the 66th annual meeting of the AoM, Philadelphia, PA.
- Hetzler, J. M., Cullen, K. L., & Svyantek, D. J. August 2007. Predictors of contextual performance across time. Paper presented at the 66th annual meeting of the AoM, Philadelphia, PA.
- Hetzler, J. M., Cullen, K. L., & Svyantek, D. J. May 2007. Predicting contextual performance across genders. Poster presented at the 19th annual convention of the APS, Washington, DC.
- Cullen, K. L., Edwards, B. D., Mondore, S., & Wallace, J. C. April 2007. The attitudes of voluntary and involuntary part-time employees. Poster presented at the 22nd annual meeting of the SIOP, New York, NY.

- Cox, B., Cullen, K. L., & Buskist, W. February 2007. Making the transition from undergraduate to graduate student: Perspective tips from successful graduate students. Poster presented at the 19th annual conference of STP, Atlanta, GA.
- Cullen, K. L., & Buskist, W. February 2007. Reevaluation of the teaching behavior checklist (TBC) behavioral anchors. Poster presented at the 19th annual conference of STP, Atlanta, GA.
- Perdomo, B. L., Cullen, K. L., Svyantek, D. J., & Goodman, S. A. May 2006. Dispositional and organizational characteristics as predictors of job satisfaction, commitment and turnover. Poster presented at the 18th annual convention of the APS, New York, NY.

Teaching Experience and Effectiveness

Leadership and Ethics; School of Business Administration; University of Mississippi
MBA 601: Fall 2023, Fall 2024

Seminar in Organizational Behavior; School of Business Administration; University of Mississippi
MGMT 676 (PhD): Spring 2021, Spring 2023, Spring 2025

Networks in the Organizational Sciences - Independent Study; School of Business Administration; University of Mississippi
MGMT 691 (PhD) Fall 2020

Organizational Behavior; School of Business Administration, University of Mississippi
MGMT 391: Fall 2020 - present

Leadership Development; C.T. Bauer College of Business, University of Houston
MANA 4346: Spring 2020; Rating of 4.7/5.0 for 66 students

Introduction to Organizational Behavior and Management; C.T. Bauer College of Business, University of Houston

Honors MANA 3335:	Spring 2020; Rating of 4.9/5.0; 24 students
	Fall 2019; Rating of 4.8/5.0; 24 students
	Spring 2019; Rating of 4.8/5.0; 22 students
	Fall 2018; Rating of 4.7/5.00; 22 students
	Spring 2018; Rating of 4.6/5.0; 22 students
Online MANA 3335:	Spring 2019; Rating of 4.8/5.0; 50 students
	Spring 2018; Rating of 4.8/5.0; 50 students
General MANA 3335:	Fall 2017; Rating of 4.5/5.0; 77 students

Human Behavior in Business Organizations (Organizational Behavior); Bryan School of Business and Economics at the University of North Carolina Greensboro
Adjunct Professor in Spring 2012; Rating of 4.6/5.0; 53 students

Industrial/Organizational Psychology; Department of Psychology at Auburn University
Instructor of record in Summer 2009; Rating of 6.4/7.0; 32 students

Introduction to Psychology; Department of Psychology at Auburn University
Instructor of record in Fall 2008; Rating of 5.9/7.0; 142 students
Instructor of record in Spring 2009; Rating of 6.0/7.0; 172 students

Statistics for Behavioral and Social Sciences; Department of Psychology at Auburn University
Three semesters as a graduate teaching assistant and instructor of the laboratory section

Research Methods in Psychology; Department of Psychology at Auburn University
One semester as a graduate teaching assistant and instructor of the laboratory section

Professional Development

The University of Mississippi eLearning Endorsement Program, 2020

Service

University-level Committees/Task Forces

Committee Member – Vice Chancellor of Research Search, 2023-2024

Committee Member – Community Engaged Leadership Minor, 2020

Affiliated Faculty – Community Engaged Leadership Minor, 2021- present

School of Business Administration Committees, Task Forces, Etc.

Committee Member – Curriculum Committee, 2023

Speakers Edge Judge, 2024

Department-level Committees/Task Forces

Committee Member – OB Faculty Search, 2023

Committee Member – Postdoctoral Search, 2023

Committee Member – Graduate Student Admissions, 2020- present

Committee Member – OB Faculty Search, 2022

Student Research and Qualifying Exam Committees

Co-chair – Dissertation, Pol Solanelles, University of Mississippi, Management, Spring 2024

Co-chair – Dissertation, David Keating, University of Mississippi, Management, In progress

Committee Member – Dissertation, Anwesha Choudhury, Binghamton University, Management, Spring 2023

Committee Member – Dissertation, Justin Jones, University of Georgia, I/O Psychology, Spring 2023

Committee Member – Dissertation, Wesley Sparkmon, University of Mississippi, Pharmacy Management, Summer 2022

Committee Member – Dissertation, Sibel Ozgen, Florida International University, Global Leadership and Management, Summer 2022

Committee Member – Dissertation, Hayley Trainer, University of Georgia, I/O Psychology, In progress

Committee Member – Dissertation, Jaime Williams, University of Mississippi, Management, May, 2021

Committee Member – Thesis, Tina Zamanipour, University of Houston, I/O Psychology, Spring 2020

Committee Member – Thesis, Galen Snyder, University of Houston, I/O Psychology, Fall 2019

Committee Member – Dissertation, Min-Kyu Joo, University of Houston, Management and Leadership, Summer 2019

Committee Member – Thesis, Cynthia Maupin, University of Georgia, Fall 2016

Committee Member – Qualifying Exams, Leann Caudill, UNCC, Spring 2015

Undergraduate Research Supervision

Provost's Undergraduate Research Scholarship Participants

Jean Almonte and Konstantinos Vogiatzis, Spring 2019

Volunteer Research Assistants

Jean Almonte and Konstantinos Vogiatzis, Fall 2018

Wassem Sarakbi, Summer 2019, Fall 2019, Spring 2020

Diane Baumann, Spring 2020

Journal, Conference, and Grant Editorial & Reviewer Activities

2025 [Associate Editor, Journal of Organizational Behavior](#)

2024-present Associate Editor, Industrial Organizational Psychology

2024 Editorial Board, Journal of Applied Psychology

2024 Ad Hoc Reviewer, Human Resource Management

2024 Ad Hoc Reviewer, Journal of Management

2024 Ad Hoc Reviewer, Social and Personality Psychology Compass

2024 Ad Hoc Reviewer, Journal of Management Studies

2024 Ad Hoc Reviewer, Personnel Psychology

2023 Ad Hoc Reviewer, National Science Foundation, Science of Organizations

2023 Ad Hoc Reviewer, Personnel Psychology

2022-present Ad Hoc Reviewer, Journal of Leadership & Organizational Studies

2021-2023 Ad Hoc Reviewer, Group and Organization Management

2021 Ad Hoc Reviewer, Journal of Personality and Social Psychology

2021, 2023 Ad Hoc Reviewer, Human Resource Management

2021-2023 Ad Hoc Reviewer, Journal of Management

2021 Ad Hoc Reviewer, Small Group Research

2021 Ad Hoc Reviewer, SBE Postdoctoral Research Fellowships, National Science Foundation

2020-2023 Ad Hoc Reviewer, Journal of Applied Psychology

2019 Ad Hoc Reviewer, Journal of Business Ethics

2019-present Ad Hoc Reviewer, Journal of Management Studies

2019 Ad Hoc Reviewer, Journal of Vocational Behavior

2019 Ad Hoc Reviewer, Journal of Research in Personality

2019 Ad Hoc Reviewer, Journal of Managerial Psychology

2019 Ad Hoc Reviewer, European Journal of Work and Organizational Psychology

2019 Ad Hoc Reviewer, Military Psychology

2018, 2019 Ad Hoc Reviewer, Journal of Occupational and Organizational Psychology

2018, 2019 Ad Hoc Reviewer, Organizational Research Methods

2018 Ad Hoc Reviewer, Human Relations

2018	Ad Hoc Reviewer Human Performance
2013-2016	Guest Editor, The Leadership Quarterly Special Issue on Collective and Network Approaches to Leadership
2016, 2020	Ad Hoc Reviewer, Social Networks
2015-2022	Editorial Board, The Leadership Quarterly
2015-present	Editorial Board, Journal of Organizational Behavior
2013-present	Editorial Board, Journal of Business and Psychology
2013-2015	Senior Ad Hoc, Reviewer Board Journal of Organizational Behavior
2012-2016	Reviewer, Kenneth Clark Student Research Award, Center for Creative Leadership
2012-2013	Ad Hoc Reviewer, Journal of Organizational Behavior
2012-2015	Ad Hoc Reviewer, The Leadership Quarterly
2012	Ad Hoc Reviewer, Journal of Business and Psychology
2011	Ad Hoc Reviewer, Journal of Vocational Behavior

Common Conference Reviewing Activities: SIOP annual meeting, AoM annual meeting, Southern Academy of Management Conference, SUNBELT

Society of Industrial and Organizational Psychology

2024	SIOP S. Rains Wallace Dissertation Award Committee - Subtrack Chair
2024	Demystifying the SIOP Awards Process: A Panel Discussion with SIOP's Women's Inclusion Network (WIN) Committee - Panelist
2023, 2024	SIOP Ambassador (for newcomers to annual conference)
2021, 2022, 2023	SIOP S. Rains Wallace Dissertation Award Committee - Member

Academy of Management

2025	Network of Leadership Scholars (NLS) Early Career Award Committee Chair
2024	Network of Leadership Scholars (NLS) panelist at PhD Student Consortium
2023	Network of Leadership Scholars (NLS) panelist at PhD Student Consortium
2019	OB Division representative at the New Doctoral Student Consortium
2018	New OB Division member mentoring at annual conference

Southern Academy of Management

2024	OB Track Co-Chair
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Social Network Society

2023-present	Steering Committee Member
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University of Houston, C.T. Bauer College of Business, Department of Management

2019	Phillips 66 D&I Case Competition Judge
2019	Inclusive Leadership Initiative
2019	Department-level: Tier Three Journal Selection Task Force
2018-2019	College-level: Faculty Retention and Recruitment Task Force
2017-2019	Department-level: Leadership Task Force
2017-2018	College-level: Working Families Research Initiative

Auburn University, Psychology Department

2008-2009	Head Graduate Teaching Assistant – Psychology Department
2008-2009	Graduate Representative on the Undergraduate Program Committee
2008	Auburn I/O Students, Faculty, and Alumni SIOP Party Coordinator
2008-2011	Contributing Columnist, Auburn I-Opener Newsletter
2006-2011	Department of Psychology Diversity Committee

Previous Professional, Grant, and Client/Consulting Experience

2014 – 2017	Senior Research Scientist, Center for Creative Leadership, Greensboro, NC
2012 – 2016	Research Scientist, Center for Creative Leadership, Greensboro, NC
2011 – 2012	Postdoctoral Researcher, Center for Creative Leadership, Greensboro, NC
2007 – 2011	Research Assistant NSF ADVANCE grant Auburn University, AL
2009 – 2011	Research Assistant Material Handling Industry of America (MHIA) and the College Industry Council on Material Handling Education (CICMHE) grant Auburn University, AL (Co-PIs: Gue, K. Edwards, B. D)
2007 – 2009	Pro Bono Consultant for Donaldson Company, Inc. Auburn, AL
2009 – 2009	Intern College of Liberal Arts (CLA) Auburn University, AL
2006	Intern Human Resource Department Auburn University, AL

Current Professional Memberships

Academy of Management (AOM)
International Network for Social Network Analysis (INSNA)
Southern Management Association (SMA)
Society for Industrial Organizational Psychology (SIOP)