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## Rebecca J. Reichard, PhD

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### Tenured Full Professor of Organizational Behavior with Expertise in Leader Development Research and Practice

Leadership training & development: adult learning, online training, workshops, webinars, evaluation, leader development planning

Leader assessment: self-assessment, 360-degree feedback, developmental assessment centers

Leader developmental readiness: developmental efficacy, learning orientation, leader identity

Research methods & statistics: meta-analysis, bibliometric methods, longitudinal research, quasi experimental research, SPSS, MPlus, Qualtrics

#### EDUCATION

Ph.D. University of Nebraska Lincoln (August 2006)

College of Business Administration, Department of Management

*Major Areas:* Organizational Behavior, Human Resource Management, Leadership, and Research Methods

*Dissertation:* Leader self-development intervention study: The impact of self-discrepancy and feedback (under supervision of Profs. Avolio, Gardner, Luthans, Fallesen)

M.S. Missouri State University (2001)

*Major:* Industrial and Organizational Psychology (under supervision of Profs. Kane, Shoptaugh)

B.S. Missouri Western State University (1999)

*Major:* Psychology

#### REFEREED JOURNAL PUBLICATIONS \* student co-author

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\*Reichard, E.A., \*Smith, D., Reichard, R.J., & Houghton, J. (2025). Advancing the construct of self-leadership: A bibliometric review. *Journal of Leadership & Organizational Studies*, 32(2), 149-171.

Reichard, R.J., Pitichat, P., \*Parker, K. (2024). Elevating aspiring diverse leaders through PsyCap: Evidence-based strategies for developing HEROs. *Organizational Dynamics*, 51(3), 100984.

Walker, D. O. H., Middleton, E. D., Reichard, R. J., Riggio, R. (2024). Leadership Role Occupancy and Leader Self-Views Across 20 Years: Implications for Leader Development. *Journal of Leadership and Organizational Studies*, 31(3), 267-288.

Reichard, R.J., \*Smith, D.J., Avey, J.B., & Mhatre, K. (2024). A bibliometric study of positive psychological capital: Investigating intellectual foundations through co-citation and content analysis. *Management Review Quarterly*. <https://doi.org/10.1007/s11301-024-00456-7>

Bronk, K.C., Reichard, R.J., & \*Qi, Jia (2023). A co-citation analysis of purpose: Trends and (potential) troubles in the foundation of purpose scholarship. *Journal of Positive Psychology*, DOI: [10.1080/17439760.2023.2168563](https://doi.org/10.1080/17439760.2023.2168563).

- \*Kea-Edwards, A.N., \*Diaz, J.B.B., & Reichard, R.J. (2023). Development or discrimination: Black women leaders' experience with multisource feedback. *Consulting Psychology Journal: Practice and Research*, 75(1), 68-93.
- \*Shults, S.G., Reichard, R.J., \*Diaz, J.B.B., Pitichat, T., & \*Kea-Edwards, A. (2022). Pursuing your leader development: Lessons from 101 executives. *Organizational Dynamics*, 51(3), 100894.
- Liu, Z., Riggio, R.E., Reichard, R.J., & Walker, D.O.H. (2022). Everyday leadership: The construct, its validation, and developmental antecedents. *International Leadership Journal*, 14(1), 3-35.
- Vogel, B., Reichard, R.J., Batistic, S., & Cerne, M. (2021). A bibliometric review of the leadership development field: How we got here, where we are, and where we are headed. *The Leadership Quarterly*, 32(5), 101381.
- \*Kimball, T.D., Reichard, R.J., & \*Chan, E.L. (2021). Women's leader development programs: Current landscape and recommendations for future programs. *Journal of Business Diversity*, 21(4).
- Reichard, R.J., \*Ellis, B., \*Powers, K.W., Walker, D.O.H., Priest, K. (2021). Changes in implicit leadership theory constellations throughout a developmental experience. *Journal of Leadership Education*, October, 1-18.
- Yip, J., \*Trainor, L., \*Black, H., \*Soto, L., & Reichard, R.J. (2020). Coaching new leaders: A relational process of integrating multiple identities. *Academy of Management Learning & Education*, 19(4), 503-520.
- \*Walker, D.O.H., Reichard, R.J., Riggio, R.E., & Hansbrough, T.K. (2020). Who might support a tyrant? An exploration of links between adolescent family conflict and endorsement of tyrannical implicit leadership theories. *Journal of Leadership and Organizational Studies*, 27(4), 340-356.
- Walker, D.O.H. & Reichard, R.J. (2020). On purpose: Leader self-development and the meaning of purposeful engagement. *Journal of Leadership Studies*, 14(1), 26-38.
- \*Cotter, K.C. & Reichard, R.J. (2019). Developing cultural competence through engagement in cross-cultural interactions. *Advances in Global Leadership*, 12, 49-78.
- \*Middleton, E., \*Walker, D.O., & Reichard, R.J. (2019). Developmental trajectories of leader identity: Effect of learning goal orientation. *Journal of Leadership and Organizational Studies*, 26(4), 495-509.
- \*Pitichat, T., Reichard, R.J., \*Kea-Edwards, A., \*Middleton, E., & Norman, S.M. (2018). Psychological capital for leader development. *Journal of Leadership and Organizational Studies*, 25(1), 47-62.
- Johnson, S.K., Putter, S., Reichard, R.J., Hoffmeister, K., Cigularov, K.P., Gibbons, A.M., Chen, P.Y., & Rosecrance, J.C. (2018). Mastery goal orientation and performance affect the development of leader efficacy during leader development. *Journal of Leadership and Organizational Studies*, 25(1), 30-46.
- Reichard, R.J., \*Walker, D.O., Putter, S., \*Middleton, E., & Johnson, S.J., (2017). Believing is becoming: The role of leader developmental efficacy in leader self-development. *Journal of Leadership and Organizational Studies*, 24(2), 137-156.
- Reichard, R.J., \*Serrano, S.A., \*Condren, M., \*Wilder, N., \*Dollwet, M., & \*Wang, W. (2015). Engagement in cultural trigger events in the development of cultural competence. *Academy of Management Learning & Education*, 14(4), 461-481.
- Reichard, R.J., \*Dollwet, M., & Louw-Potgieter, J. (2014). Development of cross-cultural psychological capital and its relationship with cultural intelligence and ethnocentrism. *Journal of Leadership and Organizational Studies*, 21(2), 150-164.
- \*Dollwet, M. & Reichard, R.J. (2014). Assessing cross-cultural skills: Validation of a new measure of cross-cultural psychological capital. *International Journal of Human Resource Management*, 25(12), 1669-1696.
- Reichard, R.J., Avey, J.A., Lopez, S.J., & \*Dollwet, M. (2013). Having the will and finding the way: A review and meta-analysis of hope at work. *Journal of Positive Psychology*, 8(4), 292-304.

- \*Sweida, G.L. & Reichard, R.J. (2013) Why do so few women become high-growth entrepreneurs? Gender stereotyping effects on entrepreneurial self-efficacy and high-growth entrepreneurial intention. *Journal of Small Business and Enterprise Development*, 20(2), 296-313.
- Reichard, R.J. & Johnson, S.J. (2011). Leader self-development as organizational strategy. *The Leadership Quarterly*, 22, 33-42.
- Reichard, R.J., Riggio, R.E., Guerin, D.W., Oliver, P.H., Gottfried, A.W., & Gottfried, A.E. (2011). A longitudinal analysis of adolescent personality and intelligence and adult leader emergence and transformational leadership. *The Leadership Quarterly*, 22, 471-481.
- \*Serrano, S.A., & Reichard, R.J. (2011). Leadership strategies for an engaged workforce. *Consulting Psychology Journal: Practice and Research*, 63(3), 176-189.
- Avey, J.B., Reichard, R.J., Luthans, F., & Mhatre, K. (2011). A review, synthesis and meta-analysis of positive psychological capital. *Human Resource Development Quarterly*, 22(2), 127-152.
- Wefald, A.J., Reichard, R.J., \*Serrano, S. (2011). Fitting engagement into a nomological network: The relationship of engagement to leadership and personality. *Journal of Leadership and Organizational Studies*, 18(4), 522-537.
- Gottfried, A.E., Gottfried, A.W., Reichard, R.J., Guerin, D.W., Oliver, P.H., & Riggio, R.E. (2011). Motivational roots of leadership: A longitudinal study from childhood through adulthood. *The Leadership Quarterly*, 22, 510-519.
- Guerin, D.W., Oliver, P.H., Gottfried, A.W., Gottfried, A.E., Reichard, R.J., & Riggio, R.E. (2011). Childhood and adolescent antecedents of social skills and leadership potential in adulthood: Temperamental approach/withdrawal and extraversion. *The Leadership Quarterly*, 22, 482-494.
- Oliver, P.H., Guerin, D.W., Gottfried, A.W., Gottfried, A.E., Reichard, R.J., & Riggio, R.E. (2011). Adolescent family environment antecedents to transformational leadership potential: A longitudinal mediational analysis. *The Leadership Quarterly*, 22, 535-544.
- Avolio, B.J., Reichard, R.J., Hannah, S., Walumbwa, F.O., & Chan, A. (2009). A meta-analytic review of leadership impact research: Experimental and quasi-experimental studies. *The Leadership Quarterly*, 20, 764-784.
- \*Kan, D.B. & Reichard, R.J. (2009). Student selection criteria in undergraduate leadership education programs. *Educational Considerations*, 37(1), 56-58.
- Johnson, S.J., Murphy, S.E, Zewdie, S., & Reichard, R.J. (2008). The strong, sensitive type: Effects of gender stereotypes and leadership prototypes on the evaluation of male and female leaders. *Organizational Behavior and Human Decision Processes*, 1(6), 39-60. [Top 10 article of 2011]
- Riggio, R. E. & Reichard, R. J. (2008). The emotional and social intelligence of effective leadership. *Journal of Managerial Psychology*, 23(2), 169-185. [Top 20 article by immediacy and Top 20 article of 2009 and Top 20 article of 2008]

## SCHOLARLY BOOKS AND CHAPTERS

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- \*Smith, D.J., Reichard, R.J., & Mhatre, K.H. (in press). Visualizing and setting the agenda for PsyCap research using bibliographic coupling. In J. Gaffaney & S. Donaldson (Eds.) *Research Handbook on Positive Psychology in the Workplace*. Edward Elgar (pp. xxx).
- \*Smith, T.R. & Reichard, R.J. (in press). Seven measurement challenges and solutions in leadership education. In the *Handbook for Leadership Education & Impact*.
- \*Chan, E.L. & Reichard, R.J. (2025). Developing women leaders: Common practices and special considerations. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). *Encyclopedia of Gender and Management*. Cheltenham: Elgar (pp. 96-101).
- \*Cotter, K. & Reichard, R.J. (2023). Reconciling tensions through the development of global leader self-complexity. In S. Dhiman, J. Marques, J. Schmieder-Ramirez, & P.G. Malakyan (Eds.).

- Handbook of Global Leadership and Followership: Integrating the Best Leadership Theory and Practice*. Springer Meteor (pp. 315-343).
- \*Kea-Edwards, A. & Reichard, R.J. (2022). Transforming racial microaggressions into leader identity development through self-narratives. In King, E., Roberson, Q., & Hebl, M. (Eds). *The Future of Scholarship on Race in Organizations*. Information Age Publishing (pp. 97-118).
- \*Diaz, J.B.B, Reichard, R.J., & Riggio, R.E. (2022). Go for the gold: Hurdles and winning strategies for conducting longitudinal and nonlinear research in undergraduate leader development. In David Rosch & Lindsay Hastings (Eds.). *New Directions in Student Leadership Research* (pp. 61-71). Wiley. <https://doi.org/10.1002/yd.20520>
- Riggio, R.E., Liu, Z., Reichard, R.J., & \*Walker, D.O. (2022). Everyday leadership and engaged followership: Two sides of the same construct. In Jaser, Z., Bligh, M., & Carsten, M.K. (Eds.) *The Connecting Leader: Serving concurrently as a leader and a follower*. Information Age Publishing (pp. 245-267).
- Reichard, R.J., \*Trainor, L.L., \*Jensen, K.L., & Alonso, I.M. (2020). Women's leadership across cultures: Intersections, barriers, and leadership development. In F.M. Cheung & D.F. Halpern (Eds) *The Cambridge Handbook of the International Psychology of Women* (pp. 300-316).
- Reichard, R.J. & \*Beck, J.E. (2017). Leader developmental readiness: Deconstructed and reconstructed. In M.G. Clark (Ed.) *Leader Development Deconstructed*, Annals of Theoretical Psychology. Switzerland: Springer International (pp. 115 – 140).
- Reichard, R.J. & \*Walker, D.O. (2016). Leadership development in organizations. In A. Farazmand (Ed.). *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Switzerland: Springer International Publishing AG.
- Reichard, R.J. & Thompson, S.E. (2016). *Leader developmental readiness: Pursuit of Leadership Excellence*. New Directions in Leadership Series (vol. 149): Jossey-Bass.
- Reichard, R.J. & \*Walker, D.O. (2016). In pursuit: Mastering leadership through leader developmental readiness. In R.J. Reichard & S.E. Thompson (Eds) *Leader developmental readiness: Pursuit of Leadership Excellence*. New Directions in Leadership Series (vol. 149): Jossey-Bass (pp. 15-26).
- Thompson, S.E. & Reichard, R.J. (2016). Context matters: Support for leader developmental readiness. In R.J. Reichard & S. Thompson (Eds) *Leader developmental readiness: Pursuit of Leadership Excellence*. New Directions in Leadership Series (vol. 149): Jossey-Bass (pp. 97-104).
- Reichard, R.J., \*Serrano, S.A., & Wefald, A.J. (2012). Engaging followers at a distance: Leadership approaches that work. In Bligh, M.C., & Riggio, R. (Eds.). *When Near is Far and Far is Near: Exploring Distance in Leader-Follower Relationships*. New York: Taylor & Francis.
- Murphy, S.E., & Reichard, R.J. (2011). *Early development and leadership: Building the next generation of leaders*. (edited book). Applied psychology series. New York: Taylor and Francis.
- Reichard, R.J. & Paik, S.J. (2011). Developing the next generation of leaders: Research, policy, and practice. In S.E. Murphy & R.J. Reichard (Eds.), *Early development and leadership: Building the next generation of leaders* (pg. 309-328). New York: Taylor and Francis.
- Hrivnak, G., Reichard, R.J., & Riggio, R.E. (2009). A framework for leadership development. *Handbook of Management Learning, Education, and Development* (pp. 456-475). Thousand Oaks, CA: Sage Publications.
- Murphy, S. E., Reichard, R. J., & Johnson, S.K. (2008). Self-regulation and leadership: Implications for leader performance and leader development. In C.L. Hoyt, G. R. Goethals, & D. R. Forsyth (Eds.), *Leadership at the crossroads: Leadership and psychology* (Vol. 1, pp. 250-264). Westport, CT: Praeger.
- Avolio, B.J. & Reichard, R.J. (2008). The rise of authentic followership. In R.E. Riggio, I. Chaleff, & J. Lipman-Blumen (Eds.) *The art of followership* (pp. 325-337). San Francisco, CA: Jossey-Bass.

- Reichard, R.J. & Riggio, R. E. (2008). An interactive, process model of emotions and leadership. Cary Cooper & Neal Ashkanasy (Eds). *Research companion to emotion in organizations*. Edward Elgar.
- Reichard, R.J. (2006). Toward a grounded theory of female leader development in the military. *Leadership Review*, 6, 3 – 28.
- Reichard, R. J. & Avolio, B. J. (2005). Where are we? The status of leadership intervention research: A meta-analytic summary. In W.L. Gardner, B.J. Avolio, & F.O. Walumbwa (Eds.) *Authentic leadership and practice: Origins, effects, and development* (pp. 203-223). Amsterdam: Elsevier.

## SCHOLARLY CONFERENCE PRESENTATIONS

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- Reichard, R.J., (2025). Want to elevate women leaders? Here's what actually works. Paper presentation at the International Leadership Association Women and Leadership conference. Claremont, CA: June 11-13.
- \*Bellinger, D.E., Reichard, R.J., Chakraborty, S., Levy, N., Truong, T., Cohen, H., Hunt, J.M., \*Mauricio, D.O., Valdovinos, J., Hang, X., & Chan, T. (2025). Human-AI trainer: Leveraging LLMs to facilitate leader development. Paper presentation at 8<sup>th</sup> Interdisciplinary Perspectives on Leadership Symposium. Mykonos, Greece: May 7-10.
- Murphy, S.E. & Reichard, R.J. (2025). Bibliometric mapping the unique role of strategic leaders in leveraging artificial intelligence. Paper presentation at 8<sup>th</sup> Interdisciplinary Perspectives on Leadership Symposium. Mykonos, Greece: May 7-10.
- Reichard, R.J. (2024). Looking back to look forward: Bibliometric analysis of the leadership field. Keynote presentation at the International Leadership Association Future of Leadership conference, Boulder, CO: Aug 15.
- Reichard, R.J. (2024). Bibliometric methods in organizational research: The good, the bad, the ugly. Symposium discussant at the Academy of Management, Chicago, IL: Aug 9-13.
- Reichard, R.J., Han, S., Duffy, C.G., \*Watterson, A. & \*Simion, L. (2024). Updating GLOBE culturally implicit leadership theories: A multi-culture study using conjoint analysis. Paper presentation at 7<sup>th</sup> Interdisciplinary Perspectives on Leadership Symposium. Thessaloniki, Greece: May 1-4.
- \*Simion, L., & Reichard, R.J. (2023). Historical evolution and intellectual foundations of the global leadership field: A bibliometric review. Paper presentation at the International Leadership Association (ILA), Online: Oct 3-4.
- Riggio, R.E., & Reichard, R.J. (2023). Can leaders validly self-report transformational leadership behaviors. Symposium presentation at the Academy of Management, Boston, MA: Aug 4-8.
- \*Dailey, S.R., Reichard, R.J., Diaz, J.B.B., \*Powers, K.W. (2023). Leader self-views as proximal indicators of transformational leader development. Symposium presentation at the Academy of Management, Boston, MA: Aug 4-8.
- \*Smith, D.J., \*Mauricio, D., \*DeCoste, L., \*Shea, K., Reichard, R.J., Middleton, E.D. & \*Molina, R. (2023). Mapping, reviewing, and charting the course for leader self-awareness research through bibliographic coupling. Symposium presentation at the Academy of Management, Boston, MA: Aug 4-8.
- \*Smith, T. R., Reichard, R.J., \*Dailey, S., \*Robbins, A., & Wefald, A. (2023). Developing undergraduate students as everyday leaders: A 4-year study. Paper Presentation at the Association of Leadership Educators Conference, Nashville, TN: July 16-19.
- Reichard, R.J., \*Jensen, K.L., & Han, S. (2023). Unhealthy organizations: When followers perceive tyrannical leaders as effective. Paper presentation at 13<sup>th</sup> Developing Leadership Capacity Conference, Henley-upon-Thames, UK: July 11-12.
- Reichard, R.J. \*Jensen, K.J., Han, S., & \*Molina, R. (2023). When followers perceive tyrannical leaders as effective: Intersections of gender, race, and implicit leadership theories. Paper

- presentation at 6<sup>th</sup> Interdisciplinary Perspectives on Leadership Symposium. Rhodes, Greece: May 3-6.
- Reichard, R.J. (2023). The Past: Investigating PsyCap's intellectual foundations through document co-citation. Symposium presentation at the Western Academy of Management, Reno, NV: Mar 22-25.
- Middleton, E., Reichard, R.J., Riggio, R.E., & Walker, D. (2022). Adolescent self-concept linked to formal leader emergence in adulthood. Symposium presentation at the Academy of Management, Seattle, WA: Aug 7.
- Reichard, R.J., \*Kea-Edwards, A., \*Diaz, J., & \*Parker, K.K. (2022). Buffering effects of microaggression denials on leader identity. Symposium presentation at the Academy of Management, Seattle, WA: Aug 6.
- \*Samortin, J., Reichard, R.J., & \*Jensen, K.L. (2022). Grounded theory of LGBTQ+ leader development. Symposium presentation at the Western Psychology Association (WPA), Portland, OR: April 28-May 1.
- Reichard, R.J. (2021; Discussant). Thriving organizations in the turbulent time: Creating positive contexts for well-being and growth. First Thailand International Conference on Psychology, Bangkok: July 7.
- \*Birnbaum, A., \*Smith, D., \*Han, S., \*Chow, C., & Reichard, R.J. (2021). The virtual teams reality: Can psychological safety act as a substitute for shared leadership in temporary teams? Symposium presentation at Society for Industrial-Organizational Psychology (SIOP), New Orleans, LA: April 15-17.
- \*Kimball, T., \*Wylie, C., \*Dotzler, C., \*Chan, E., & Reichard, R.J. (2020). Women's leader development programs: Current landscapes and suggestions for future programs. Paper presentation at International Leadership Association (ILA): November 7.
- \*Jensen, K.L., Reichard, R.J., \*Trainor, L.L., & Alonso, I.M. (2019). Power and the intersection of leadership, gender, and culture. Paper presentation at International Perspectives on Leadership Symposium, Corfu, Greece: May 17.
- Vogel, B., Reichard, R.J., Batistic, S., & Cerne, M. (2019). A bibliometric review of the leadership development field: Where we are, how we got here, and where to go from here? Paper presentation at the Kravis de-Roulet Leadership Conference, Claremont, CA: March 2.
- Reichard, R.J., \*Ellis, B., \*Diaz, J., \*Reece, A., & Zhengguang, L. (2018). Developmental trajectories of leader self-awareness. Symposium paper presentation at the Academy of Management (AOM), Chicago, IL: Aug 10-14.
- Riggio, R.E., Liu, Z., & Reichard, R.J. (2018). Social skills as a predictor of leadership potential and leader role occupancy. Paper presentation at 3<sup>rd</sup> Interdisciplinary Perspectives on Leadership Symposium. Chania, Greece: May 10-12.
- Reichard, R.J., Zhengguang, L., & Walker, D.O. (2018, May). Everyday leadership: Construct definitions, validation, and development. In A.W. Gottfried (Chair), *Diverse Perspectives of Adult Success: A 38-Year Study of Early Predictors*. Symposium conducted at the meeting of Association for Psychological Science. San Francisco, CA.
- Reichard, R.J., \*Ellis, B., & \*Middleton, E. (2018). Developmental trajectories of leader efficacy: A true longitudinal study. Paper presentation at Western Psychological Association (WPA). Portland, OR: April 26-29.
- \*Walker, D. O., Reichard, R. J., Riggio, R. E. (2017, December). Adolescent family conflict shapes adults' implicit leadership theories for tyrannical leaders. In J. Lipman-Blumen (Discussant), *Why do followers support toxic leaders?* Symposium conducted at the meeting of the International Studying Leadership Conference, Richmond, VA.
- Reichard, R.J., \*Ellis, B., Priest, K., \*Wang, W., \*Soto, L., & \*Walker, D.O. (2017). What makes a leader? Implicit leadership theories of first-year college students. Paper presentation at ILA. Brussels, Belgium: Oct 12-15.

- \*Ellis, B., Reichard, R.J., & Priest, K. (2017). Am I a leader? Development of leader identity of first-year college students. Paper presentation at ILA. Brussels, Belgium: Oct 12-15.
- Reichard, R.J. & \*Beck, J.E. (2017). Leader developmental readiness: Deconstructed. Paper presentation at Western Academy of Management (WAM), Palm Springs, CA: Mar 23-25. [Past Presidents Best Paper Award Nominee]
- \*Pitichat, T., \*Kea-Edwards, A., \*Middleton, E., Reichard, R.J., & Norman, S. (2016). Psychological capital for leader development: Antecedents and outcomes. Paper presentation at ILA. Atlanta, GA: Nov 2-5. [Awarded best leadership development track submission]
- Reichard, R.J., & Avolio, B.J. (2016). Accelerating leadership development building on theory, research and readiness. Symposium paper presentation at AOM, Anaheim, CA: Aug 5-9.
- \*Middleton, E., \*Walker, D.O., & Reichard, R.J. (2016). A longitudinal study of leader identity: The predictive role of learning goal orientation. Symposium paper presentation at AOM, Anaheim, CA: Aug 5-9.
- \*Walker, D.O. & Reichard, R.J. (2016). On purpose: Leader self-development. Paper presentation at WAM, Portland, OR: Mar 9-12.
- Reichard, R.J. (2015). Developing leaders through evidence-based practice: Challenges and questions. PDW presentation at the AOM, Vancouver, BC, CAN: Aug 7-11.
- Reichard, R.J., & \*Chan, E. (2014). Gendered leadership: Myths and realities. Panel presentation at ILA. San Diego, CA: Oct 30-Nov 2.
- Reichard, R.J. & Putter, S. (2014). Predictive validity of leader developmental efficacy. Paper presentation at ILA. San Diego, CA: Oct 30-Nov 2.
- Reichard, R.J. (2014). To increase the scholarly rigor and relevance of ILA. Invited presentation as chair of the Leadership Scholarship Member Interest Group at ILA. San Diego, CA: Nov 10.
- Reichard, R.J. (2014). Future of Scholarship in Positive Organizational Psychology. Invited presentation at WPPA, Claremont, CA: Sept 7.
- \*Dollwet, M., Reichard, R.J., Salazar, M., & Bligh, M. (2014). Socializing expatriates and their spouses through organizational onboarding. Poster presented at SIOP. Honolulu, HI: May 15-17.
- \*Sweida, G.L. & Reichard, R.J. (2014). The surprising effects of gender stereotyping on high-growth entrepreneurial intention and entrepreneurial self-efficacy. *Paper presentation at United States Association of Small Business and Entrepreneurship (USASBE) Conference*. Fort Worth, TX: Jan 9-12. [Recipient of the John Jack Award sponsored by Journal of Developmental Entrepreneurship]
- Reichard, R.J. (2013). To increase the scholarly rigor and relevance of ILA. Invited presentation as chair-elect of the Leadership Scholarship Member Interest Group at ILA. Montreal: Nov 1.
- Reichard, R.J., Tan, S.J., Wefald, A., & Tolar, M. (2013). Timing of leader development support and developmental trajectories. Paper presentation at AOM, Buena Vista, FL, Aug 9-13.
- Reichard, R.J., Gottfried, A.W., \*Dulay, J.P., & Oliver, P.H. (2013). Leader development: Role of early family environment and sports participation. Poster presentation at the American Psychological Association (APA), Honolulu, Hawaii: Aug 1-4.
- Reichard, R.J. (2013). Cross-cultural psychological capital: Having a HERO (hope, efficacy, resilience, and optimism) in cross-cultural trigger events. Symposium presentation (Applied Positive Psychology) at the International Positive Psychology Association (IPPA), Los Angeles, CA: June 27-30.
- Reichard, R.J., \*Dollwet, M., & Louw-Potgieter, J. (2013). Training cross-cultural psychological capital in South Africa. Presentation at University of Nebraska Festschrift honoring Fred Luthans, Lincoln, NE: May 10-11.
- Reichard, R.J., Wray-Lake, L., Gottfried, A.W., \*Dulay, J.P., Oliver, P.H., & Gottfried, A.E., (2013). Adolescent involvement in clubs and sports: Development of adult civic leaders. Poster

- presentation at the Society for Research on Child Development (SRCD), Seattle, WA: Apr 18-20.
- \*Dulay, J.P., Reichard, R.J., Wray-Lake, L., Riggio, R.E., & Gottfried, A.W. (2013). Longitudinal study of youth sports participation and adult leadership. Poster presentation at the SRCD, Seattle, WA: Apr 18-20.
- Oliver, P.H., Guerin, D.W., Reichard, R.J., Rodriguez, A., Wray-Lake, L., Gottfried, A.W., & Gottfried, A.E. (2013). Encouragement of leadership from adolescence to early adulthood. Poster presentation at the SRCD, Seattle, WA: Apr 18-20.
- Reichard, R.J. (2012). Leader developmental readiness and reactions to and implementation of assessment center feedback. Invited presentation at the University of Houston Leadership Symposium, Houston, TX: Oct 26-27.
- \*Dollwet, M. & Reichard, R.J. (2012). Cross-cultural psychological capital: A validation study. Paper presentation at AOM, Boston, MA, Aug 3-7. Recipient of Best Paper Proceedings award and finalist for the International Management Division's Best Paper award.
- \*Wilder, N., Reichard, R.J., \*Condren, M., \*Dollwet, M., \*Serrano, S., & \*Wang, W. (2012). Training cross-cultural leadership skills: Building psychological capital. Paper presentation at APA, Orlando, FL, Aug 2-5.
- Reichard, R.J., Gottfried, A.W., Gottfried, A.E., Guerin, D.W., Oliver, P.H., & Riggio, R.E. (2012). Longitudinal research on early predictors of adult leadership. Paper presentation at SIOP, San Diego, CA, Apr 26-28.
- Reichard, R.J. (2011). Engaging followers at a distance: Leadership approaches that work. Paper presentation at ILA, London, UK, Oct 27-29.
- Reichard, R.J. (2011). Undergraduate leadership education: Program development and evaluation. Symposium chair and discussant at ILA, London, UK, Oct 27-29.
- Reichard, R.J. & \*Villanueva, J. (2011). Developmental readiness: An essential precursor to leader development. Paper presentation at AOM, San Antonio, TX, Aug 12-16.
- \*Ko, I. & Reichard, R.J. (2011). Applied positive organizational psychology: The state of the science and practice. Symposium presentation at IPPA, Philadelphia, PA, July 24.
- Reichard, R.J. (2011). Hope at work: A culmination of existing evidence. Paper presented at IPPA, Philadelphia, PA, July 24.
- Reichard, R.J. (2011). Building cross-cultural positive psychological capital. Paper presented at WPA, Los Angeles, CA, Apr 28-30.
- Reichard, R.J. (2011). Positive leader development over the lifespan. Paper presented at WPA, Los Angeles, CA, Apr 28-30.
- Avey, J., Mhatre, K., & Reichard, R.J. (2010). A review, synthesis and meta-analysis of positive psychological capital. Paper presented at the AOM, Montreal, CAN, Aug 6-10.
- Avey, J., Mhatre, K., & Reichard, R.J. (2010). Meta-analysis of positive psychological capital with desirable employee outcomes. Paper presented at WPA, Cancun, MEX, Apr 22-24.
- Reichard, R.J., Riggio, R.E., & Smith, M. (2009). Development of a new self-report measure of transformational leadership. Paper presented at the AOM, Chicago, IL, Aug 9-11.
- Gottfried, A.W., Reichard, R.J., Oliver, P.H., Gottfried, A.E., Guerin, D.W., & Riggio, R.E. (2009). The Fullerton longitudinal study: Developmental roots of leadership. President's invited symposium at WPA, Portland, OR, Apr 23-26.
- Wefald, A. J., & Reichard, R. J. (2009). Fitting engagement into a nomological network: The relationship of engagement to leadership and personality. Interactive poster session at SIOP, New Orleans, LA, Apr 2-4.
- Reichard, R.J. (2009). Effects of gender stereotypes and leader prototypes. Invited presentation at the Claremont Leadership Roundtable: Nov 3.
- Reichard, R.J. (2008). The rise of authentic followership. Paper presentation at ILA, Los Angeles, CA, Nov 12-15.

- \*Hall, G., \*Maturana-Lowe, A.E., & Reichard, R.J. (2008). Understanding global mindset. Poster presentation at ILA, Los Angeles, CA, Nov 12-15.
- \*Bernkopf, A. & Reichard, R.J. (2007). Resiliency in crisis leadership: A theoretical perspective. Paper presentation at ILA, Vancouver, BC, Nov 1-3.
- Zbylut, M.L. & Reichard, R.J. (2007). Leadership during crisis: A multilevel look across levels of crisis and time. Symposium presentation at SIOP, New York, NY, April 27-29.
- Reichard, R.J. (2007). Leader self-development intervention study: The impact of self-discrepancy and feedback. Symposium presentation at SIOP, New York, NY, April 27-29.
- Reichard, R.J., Clapp-Smith, R., & Hughes, L. (2006). The development of global mindset in undergraduate leadership education. Paper presentation at ILA, Chicago, IL, Nov 2-5.
- \*O'Connell, W. & Reichard, R.J. (2006). Building and evaluating the development of leaders: A look across contexts and methodologies. Symposium co-chair at AOM, Atlanta, GA, Aug 11-16.
- Reichard, R.J., Hughes, L., Hannah, S.T., & Walumbwa, F.O. (2006). A meta-analytic investigation of leadership impact research: Experimental and quasi-experimental studies. Symposium presentation at AOM, Atlanta, GA, Aug 11-16.
- Fallesen, J.J. & Reichard, R.J. (2005). Leadership competencies: Building a foundation for Army leader development. Symposium presentation at SIOP, Los Angeles, CA, April 15-17.
- Hannah, S. & Reichard, R.J. (2004). 100-year leadership meta-analysis: An in-progress report. Featured presentation at the Inaugural Gallup Leadership Summit, Omaha, NE, June 10-12.
- Reichard, R.J. (2004). Leader self-development as organizational strategy. Roundtable presentation at the Gallup Leadership Summit, Omaha, NE, June 10-12.
- Reichard, R.J. (2004). Toward a grounded theory of female leadership development. Poster presentation at SIOP, Chicago, IL, April 2-4.
- Reichard, R.J., Kane, T.D., & Shoptaugh, C.F. (2001). Effects of goal orientation on the content of free-set goals. Poster presentation at SIOP, San Diego, CA, April 27-29.

## **INVITED TALKS, WORKSHOPS, AND WEBINARS**

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- Reichard, R.J. (2025). Reconceptualizing effective leadership. Workshop for Drucker School of Management California Police Chiefs Executive Leadership Institute. Claremont, CA: June 2.
- Reichard, R.J. (2025). Leader development planning: A roadmap for the future. Workshop for Educate 2 Lead Program. Pico Rivera, CA: May 31.
- Reichard, R.J. (2025). Historiography of the leadership forest: Sowing the future. Invited presentation at the Drucker School of Management, Claremont Graduate University, Claremont, CA: Feb 21.
- Reichard, R.J. (2025). Historiography of the leadership forest: Sowing the future. Invited presentation at the Jepson School of Leadership, University of Richmond, Richmond, VA: Jan 31.
- Reichard, R.J. (2025). Leader development planning: A roadmap for the future. Workshop for Claremont Faculty Leadership Program. Claremont, CA: Jan 15.
- Reichard, R.J. (2024). Women and Leadership. Invited panelist at the Francis Hesselbein film screening. Drucker School at Claremont Graduate University: Nov 20.
- Reichard, R.J. (2024). Effective Leadership. Workshop and simulation for Claremont Faculty Leadership Program. Claremont, CA: October 18.
- Reichard, R.J. (2024). Elevating aspiring diverse leaders through PsyCap: Individual sources and organizational support for developing HEROs. Invited speaker at the Banta Center for Ethical and Purposeful Leadership, University of Redlands: Sept 23.
- Reichard, R.J. (2024). Elevating aspiring diverse leaders through PsyCap: Individual sources and organizational support for developing HEROs. Invited speaker at Center for Creative Leadership: Sept 23.

- Reichard, R.J. (2024). Looking back to look forward: Bibliometric analysis of the leadership field. Invited keynote at International Leadership Association Future Forward Leadership Summit, Boulder, CA: Aug 15.
- Reichard, R.J. (2024). Leadership evolution: A workshop on reconceptualizing effective leadership for success. MED and OB Divisions, Academy of Management, Chicago, IL: Aug 11.
- Reichard, R.J. (2024). Reconceptualizing effective leadership. Workshop for Drucker School of Management California Police Chiefs Executive Leadership Institute. Claremont, CA: July 3.
- Reichard, R.J. (2023). Leader development planning: A roadmap for the future. Workshop for Claremont McKenna College leadership class (Ron Riggio): Apr 12.
- Reichard, R.J. (2023). Effective leadership: Workshop and simulation for Drucker School of Management MBA Leadership Course: Feb 17.
- Reichard, R.J. (2023). Effective leadership: Workshop and simulation for Drucker School of Management MBA Leadership Course: Feb 8.
- Reichard, R.J. (2023). Effective leadership: Workshop and simulation for Drucker School of Management MBA Leadership Course: Feb 6.
- Reichard, R.J. (2023). Discovering your leadership strengths. Workshop for Edward Jones' Managing the Drucker Way program: Jan 9.
- Reichard, R.J. (2023). Leader development planning: A roadmap for the future. Workshop for Claremont Faculty Leadership Program: Jan 9.
- Reichard, R.J. (2022). Effective Leadership. Workshop and simulation for Claremont Faculty Leadership Program: October 21.
- Reichard, R.J. (2022). Reconceptualizing effective leadership. Workshop for Drucker School of Management California Police Chiefs Executive Leadership Institute. Claremont, CA: July 18.
- Reichard, R.J. (2022). Reconceptualizing effective leadership. Workshop for Drucker School of Management California Police Chiefs Executive Leadership Institute. Claremont, CA: June 6.
- Reichard, R.J. (2022). Authentic Leadership. Webinar for Brown-Forman Programma Champion: January 19.
- Reichard, R.J. (2022). Leader development planning: A roadmap for the future. Workshop for California Agricultural Leadership Program: January 11.
- Reichard, R.J. (2021). Effective leadership and simulation. Webinar for Drucker School of Management MBA Leadership Course: Nov 13.
- Reichard, R.J. (2021). Effective leadership and simulation. Webinar for Drucker School of Management MBA Leadership Course: Nov 8.
- Reichard, R.J. (2021). Mentoring myths busted. Webinar for Polaris Museum Mentoring Network: October 27.
- Reichard, R.J. (2021). Coaching for development. Workshop for Local Public Sector Leadership Program. Claremont, CA: October 18.
- Reichard, R.J. & \*Beck, J.E. (2021). Reconceptualizing effective leadership. Workshop for Drucker School of Management California Police Chiefs Executive Leadership Institute. Claremont, CA: July 19.
- Reichard, R.J. (2021). Developing leadership through purposeful engagement. Webinar for Polaris Museum Mentoring Network: April 21.
- Reichard, R.J. (2021). Coaching for Development. Workshop for Claremont Graduate University High Impact Public Sector Leadership Program: March 18.
- Reichard, R.J. (2020). Know thyself: Using a leadership self-assessment. Webinar for Polaris Museum Mentoring Network: October 28.
- Reichard, R.J. (2020). Developing leadership. Webinar for Claremont Faculty Leadership Program: October 9.

- Reichard, R.J. (2020). Effective virtual leadership. Webinar for Drucker School of Management MBA Leadership Course: October 6.
- Reichard, R.J. (2020). Museum mentoring 2020: Connecting through crises. Webinar for Polaris Museum Mentoring Network: September 9.
- Reichard, R.J. (2020). Effective virtual teamwork. Webinar for Orange County Transportation Authority: August 20.
- Reichard, R.J. (2020). Effective virtual leadership. Webinar for Golden West Community College: July 16.
- Reichard, R.J. (2020). Mapping a road to success: Mentorship and goal setting. Webinar for Polaris Museum Mentoring Network: June 24.
- Reichard, R.J. (2020). Socially close while physically distant: Mentoring in our new world. Webinar for Polaris Museum Mentoring Network: April 22.
- Reichard, R.J. (2019). Introduction to effective leadership and leader development and overview of LeAD360 feedback. Workshop for CGU Graduate Student Council: April.
- Reichard, R.J. (2019). Women's leadership across cultures: Intersections, barriers, and leadership development. Invited keynote at American Association of University Women, Redlands, CA: April 24.
- Reichard, R.J. (2019). Mentoring for leader development. Webinar for Getty Leadership Institute Executive Education Program: May 3.
- Reichard, R.J. (2019). Introduction to effective leadership and leader development. Webinar for Getty Leadership Institute Executive Education Program: May 8.
- Reichard, R.J. (2019). Women's leadership: Facilitating emergence and effectiveness. Invited presentation at University of Reading Henly Center for Leadership, Reading, UK: May 21.
- Reichard, R.J. (2019). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 8.
- Reichard, R.J. (2019). Leader development planning, coaching, and mentoring. Workshop for Getty Leadership Institute Executive Education Program: June 16.
- Reichard, R.J. (2019). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 21.
- Reichard, R.J. (2019). Effective leadership and simulation. Workshop for Drucker School of Management MBA Leadership Course: Sept 28.
- Reichard, R.J. (2018). Mentoring for leader development. Webinar for Getty Leadership Institute Executive Education Program: May 4.
- Reichard, R.J. (2018). Introduction to effective leadership and leader development. Webinar for Getty Leadership Institute Executive Education Program: May 16.
- Reichard, R.J. (2018). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 9.
- Reichard, R.J. (2018). Leader development planning, coaching, and mentoring. Workshop for Getty Leadership Institute Executive Education Program: June 17.
- Reichard, R.J. (2018). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 22.
- Reichard, R.J. (2018). Introduction to leadership and leader development. Invited keynote speaker at Claremont Graduate University's Fall Student Leadership Summit. Office of Student Life, Diversity, & Leadership: Oct 5.
- Reichard, R.J. (2018). Effective leadership and simulation. Workshop for Drucker School of Management MBA Leadership Course: Nov 2.
- Reichard, R.J. (2017). Mentoring for leader development. Webinar for Getty Leadership Institute Executive Education Program: May 11.

- Reichard, R.J. (2017). Introduction to effective leadership and leader development. Webinar for Getty Leadership Institute Executive Education Program: May 17.
- Reichard, R.J. (2017). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 10.
- Reichard, R.J. (2017). Leader development planning, coaching, and mentoring. Workshop for Getty Leadership Institute Executive Education Program: June 18.
- Reichard, R.J. (2017). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 23.
- Reichard, R.J. (2016). Mentoring for leader development. Webinar for Getty Leadership Institute Executive Education Program: April 5.
- Reichard, R.J. (2016). Introduction to effective leadership and leader development. Webinar for Getty Leadership Institute Executive Education Program: May 12.
- Reichard, R.J. (2016). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 11.
- Reichard, R.J. (2016). Leader development planning and feedback. Workshop for Getty Leadership Institute Executive Education Program: June 18.
- Reichard, R.J. (2016). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 24.
- Reichard, R.J. (2015). Introduction to effective leadership and leader development. Webinar for Getty Leadership Institute Executive Education Program: May 7.
- Reichard, R.J. (2015). Developing leaders: A self-directed approach. Invited presentation at the Center for Creative Leadership, San Diego, CA: May 20.
- Reichard, R.J. (2015). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 13.
- Reichard, R.J. (2015). Leader development planning and feedback. Workshop for Getty Leadership Institute Executive Education Program: June 20.
- Reichard, R.J. (2015). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 26.
- Reichard, R.J. (2014). Leader assessment and development. Workshop for Getty Leadership Institute Executive Education Program: June 7.
- Reichard, R.J. (2014). Leader development planning and feedback. Workshop for Getty Leadership Institute Executive Education Program: June 16.
- Reichard, R.J. (2014). Leadership re-entry workshop. Workshop for Getty Leadership Institute Executive Education Program: June 20.
- Reichard, R.J. (2013). Scholar-in-residence. Leadership Readiness: Exploring Student Development in the Context of Leadership Education. Invited presentations at the 23<sup>rd</sup> annual National Leadership Symposium, Louisville, KY: Jul 21-24.

## **CASE STUDIES, NEWSLETTERS, PODCASTS, AND BLOGS**

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- Reichard, R.J., & Parker, K.K. (Nov, 2024). Elevating aspiring diverse leaders. *Socrates Café*. [Spotify](#).
- Reichard, R.J. & \*Beck, J.E. (Jan, 2018). Are your leaders ready to develop? Top three ways to help your leaders get the most out of your programs. [Leadership Excellence Essentials](#).
- Reichard, R.J. (May, 2017). Believing is becoming. Journal of Leadership & Organizational Studies Podcast. [Link](#).
- \*Trainor, L. & Reichard, R.J. (2017). Women and leadership: Organizations' responsibility for addressing gender differences. Sage Business Case.
- Reichard, R.J., Rosch, D.M., & \*Pine, S.J. (Oct, 2014). Rigor and Relevance of Leadership Scholarship in the ILA (part 2). *ILA Member Connector*: pg. 21-23.

Reichard, R.J., \*Pine, S.J., & Rosch, D.M., (Sept, 2014). Rigor and Relevance of Leadership Scholarship in the ILA (part 1). *ILA Member Connector*: pg. 4-6.

## **TEACHING EXPERIENCE**

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Full Professor with Tenure, Claremont Graduate University, Division of Behavioral and Organizational Sciences and Drucker School of Management, Claremont, CA (July 2023-present)

Foundations of Research (Management PhD)

Organizational Behavior

Advanced Topics in Organizational Psychology

Bibliometric Methods

Doctoral Seminar: Leadership

Positive Leadership

Leader Development: Intercollegiate Avery Faculty Fellowship with Claremont McKenna College (2024-2025)

Associate Professor with Tenure, Claremont Graduate University, Division of Behavioral and Organizational Sciences, Claremont, CA (July 2015-June 2022)

Organizational Behavior

Advanced Topics in Organizational Psychology

Training and Development

Directed Research – Organizational Behavior

Doctoral Seminar: Leadership

Positive Leadership

Leader Development

Assistant Professor, Tenure Track, Claremont Graduate University, Division of Behavioral and Organizational Sciences, Claremont, CA (July 2009-June 2015)

Organizational Behavior

Directed Research – Organizational Behavior

Doctoral Seminar: Leadership

Leader Development

Positive Leadership

Training and Development

Job Design

Motivation and Peak Performance

Positive Organizational Psychology

Industrial Psychology

Research Practicum

Adjunct Professor, Keck Graduate Institute, Claremont, CA (Aug 2011-Dec 2015)

Organizational Behavior

Assistant Professor, Tenure Track, Kansas State University, School of Leadership Studies, Manhattan, KS (Aug 2008-June 2009)

Gender Issues in the Workplace

Senior Seminar in Leadership

Visiting Assistant Professor of Psychology, Claremont McKenna College, Claremont, CA (Jan 2007- May 2008)

Mentoring  
Organizational Psychology

Adjunct Faculty, Missouri Western State University, St. Joseph, MO (Aug 2004 – May 2005)

Introduction to Psychology

**GRANTS AND CONTRACTS**

Total Grants and Contracts to date = \$939,548

Agency/Grantor	Focus of award	Funding	Year(s)
Educate 2 Lead	Workshops and leader development program strategic planning	\$3,000	2025
NC State Caldwell Fellows program	Leader Development Systems Intake	\$2,500	2025
LeAD Labs	Coaching Training and Certification	\$5,706	2024
California Agricultural Leadership Program	Development of theory of change, gap analysis, and evaluation plan	\$69,000	2022
	Workshop on leader development planning	\$500	2022
Museum Leadership Institute	Polaris: The Museum Mentor Network; online self-studies, live webinars, self-assessment and feedback, evaluation	\$8,300	2022
		\$17,500	2021
		\$30,900	2020
Drucker School of Management (external clients)	Managing the Drucker Way (Edward Jones)	\$4,500	2023
	California Police Chiefs Executive Leadership Institute	\$3,100	2025
		\$3,100	2024
		\$3,100	2023
		\$5,000	2022
		\$2,500	2021
High Impact Municipal Leadership Training	\$3,000	2021	
Orange County Transportation Authority	Effective Virtual Leadership workshop	\$2,500	2020
Orange Coast College	Leader Development workshops	\$3,750	2022
Golden West College	Leader Development workshops	\$5,020	2025
		\$4,750	2024
		\$4,500	2023
		\$3,000	2022
		\$7,500	2021
		\$6,550	2020
Illinois Leadership Center	Leader Development Systems Diagnostic and behavioral assessment via simulation	\$20,000	2025
	Behavioral and impact assessment in undergraduate leadership education	\$3,000	2024
Claremont Colleges	Claremont Faculty Leadership Program, leader development online self-study, assessment, coaching, and workshops	\$7,000	2024
		\$8,000	2022
		\$3,600	2020
CGU	THRIVE program, Leader identity workshop	\$400	2020
	Graduate student council, Leader assessment and workshop	\$300	2019
BLAIS Foundation	Leader development facilitated by formal	\$21,250	2018

	empathetic leadership training and volunteering Early Life Predictors of Leader Development	\$20,827	2016
Drucker School of Management (internal)	MBA, MA in Leadership, and Executive Education workshops, simulations, assessment, and coaching	\$4,610	2025
		\$7,660	2024
		\$10,700	2023
		\$945	2022
		\$10,550	2021
		\$4,660	2020
		\$3,520	2019
		\$3,000	2018
		\$12,182	2013
Museum ("Getty") Leadership Institute	Executive leadership assessment and development	\$59,424	2019
		\$58,244	2018
		\$57,896	2017
		\$57,566	2016
		\$56,816	2015
		\$66,500	2014
Soaring with Eagles Foundation	Development of leadership curriculum; longitudinal research on undergraduate leadership education	\$19,140	2014
		\$19,140	2013
		\$52,377	2012
		\$62,965	2011
		\$50,000	2010
Kravis Institute	Proposal for development of Junior Leader Development program for Right to Play Africa	\$9,000	2014
C. Charles Jackson Foundation	Development of LeAD Labs organization	\$8,000	2014
Rosen research fellowship	Research support	\$1,250	2014
University of Cape Town	Visiting scholar, Leader assessment and development	\$2,000	2013
National Leadership Symposium	Scholar-in-residence, Leader developmental readiness	\$1,500	2013
Blais Foundation + Kravis Institute	Development of leadership assessment center for non-profit leaders	\$20,000	2011

**SERVICE EXPERIENCE**

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Professional Organizations

Academy of Management

Member and Reviewer since 2006

Society for Industrial and Organizational Psychology

Member since 2001 and Reviewer since 2006

International Leadership Association

Member and Reviewer since 2006

Leadership Scholarship Member Interest Group Chair-Elect (2013), Chair (2014), and Past-Chair (2015)

Positive Organizational Behavior Institute (Fellow since 2020)

Western Psychological Association (Member since 2009)

Western Academy of Management (Member and reviewer since 2015)

Journal Reviewer

*Journal of Leadership and Organizational Studies*

Associate Editor (2024-present): managed 2-3 manuscripts monthly

Ad-hoc reviewer (since 2008)

*Group & Organization Management*

Associate Editor (2018-2021): managed 56 manuscripts  
Editorial Review Panel (since 2016)  
Ad-hoc reviewer (since 2013)

*The Leadership Quarterly:*

Editorial Board member (since 2019)  
Ad-hoc reviewer (since 2012)  
Special Issue on Meso-Modeling of Leadership (2008)  
Special Issue on Authentic Leadership Development (2005)

*Academy of Management Learning & Education* (since 2023)

*European Journal of Work & Organizational Psychology* (since 2012)

*Group Processes & Intergroup Relations* (since 2011)

*International Journal of Human Resource Management* (since 2013)

*Journal of Organizational Behavior* (since 2013)

*Journal of Management* (since 2013)

*Journal of Business Ethics* (since 2013)

*Journal of Business Research* (since 2014)

*Journal of Organizational Behavior* (since 2013)

*Journal of Applied Social Psychology* (since 2011)

*Journal of Applied Psychology* (since 2011)

*Organizational Behavior and Human Decision Processes* (since 2007)

*Personnel Psychology* (since 2020)

University Committees

University Affirmative Action and Diversity Committee (2019-2022)

University Budget Planning and Review Committee (2016-18)

DBOS Organizational Behavior concentration Chair (2017-2023)

Hybrid Budget Model Task Force (2013)

8 Faculty search committees

Faculty Sponsor

*Org Talks*, Claremont Graduate University, Division of Behavioral and Organizational Sciences (2011 – present)

*Positive Fridays! TGIPF*, Building a Positive Community, Claremont Graduate University, Division of Behavioral and Organizational Sciences (2010-2015)

Student Advising

Organizational Behavior Master's students

Organizational Behavior Doctoral students

52 Thesis committees (chair of 27)

28 Dissertation committees (chair of 15)

32 Oral exam committees

39 Portfolio committees

2 External thesis and dissertation reader

**LIST OF ADVISEES GRADUATING WITH PhD**

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Maren Dollwet, 2013, 4 co-authored publications  
Senior Vice President, Field People, Wal-Mart

- Dissertation: 'Socializing expatriates and their spouses: New considerations for expatriate and spouse adjustment through organizational onboarding'  
[MDollwet@gmail.com](mailto:MDollwet@gmail.com) , (571) 730-7901
- Shawn Andres Serrano, 2015, 4 co-authored publications  
Manager, Workforce Transformation, Deloitte Consulting  
Dissertation: 'Work engagement or workaholism: What's the difference? An empirical investigation of the similarities and differences in climate, performance, and recovery'  
[Shawn.A.Serrano@gmail.com](mailto:Shawn.A.Serrano@gmail.com) , (949) 706-4325
- Dayna Walker, 2017, 7 co-authored publications  
Assistant Professor, Management, San Francisco State University  
Dissertation: 'It runs in the family: Developmental antecedents of implicit leadership theories'  
\*Finalist for FIU/NLS Chapman Dissertation Award, 2018  
[daynaherbertwalker@gmail.com](mailto:daynaherbertwalker@gmail.com) , (858) 414-4706
- Eric Middleton, 2018, 4 co-authored publications  
Leadership Practitioner, MD Anderson  
Dissertation: 'Adolescent self-concept linked to formal leader emergence in adulthood: The intervening effects of developmental experiences and leader self-views'  
[EricMiddleton3@gmail.com](mailto:EricMiddleton3@gmail.com) , (919) 673-2414
- Gloria Sweida, 2018, 1 co-authored publication  
Assistant Professor, Southern Illinois University Edwardsville  
Dissertation: 'The woman entrepreneur's paradox: Entrepreneurial intention, entrepreneurial self-efficacy, and behavior'  
[GLSweida@gmail.com](mailto:GLSweida@gmail.com) , (714) 270-1176
- Kimberley Perkins, 2018  
Organizational Consultant, NOBL Collective  
Dissertation: 'Defining passion in charismatic leadership: Markers, moderators, and coworker perceptions'  
[KimVPerkins@gmail.com](mailto:KimVPerkins@gmail.com) , (415) 724-0065
- Hunter Black, 2019, 1 co-authored publication  
People Science Manager, BetterUp  
Dissertation: 'Integrating coaching and self-determination theory: The development and validation of the managerial coaching questionnaire'  
[HunterTBlack@gmail.com](mailto:HunterTBlack@gmail.com) , (805) 455-0472
- Josh Villanueva, 2019  
Organizational Development Consultant, San Diego, CA  
Dissertation: 'A mixed methods case study of evidence-based practice in a knowledge organization'  
[jcvillan@gmail.com](mailto:jcvillan@gmail.com) , (213) 949-8501
- Thiraput "Poom" Pitichat, 2020, 2 co-authored publications  
Lecturer, Chulalongkorn Business School, Chulalongkorn University, Bangkok, Thailand  
Dissertation: 'The Role of Feedback in Leader Identity Development: An Examination of the Impact of the Deficits-based versus Strengths-based Feedback'  
[thiraput@cbs.chula.ac.th](mailto:thiraput@cbs.chula.ac.th)
- Katherine Cotter, 2021, 2 co-authored publications  
Management Consultant, Implement Consulting Group, Stockholm, Sweden  
Dissertation: 'Developing Global Leader Self-Complexity through International Experience'  
[katherineclaire.cotter@gmail.com](mailto:katherineclaire.cotter@gmail.com)
- Jason Beck, 2021, 2 co-authored publications  
Organizational Design and Transformation Partner, The Ready  
Dissertation: 'Making Emotions Meaningful: The Power of Mindfulness during Leader Development Trigger Events'  
[jericbeck@gmail.com](mailto:jericbeck@gmail.com) , (310) 714-0257
- Shin Han, 2022

- Visiting Scholar, LeAD Labs  
Dissertation: 'A conjoint analysis on applicant attraction for corporate social responsibility'  
[Shin.Han@cgu.edu](mailto:Shin.Han@cgu.edu)
- Amber Kea-Edwards, 2022, 4 co-authored publications  
Assistant Professor of Management, University of Alabama-Huntsville  
Dissertation: 'Measuring purposeful engagement in leader self-development: A scale validation and pathway to leader adaptability'  
[akeaedwards@gmail.com](mailto:akeaedwards@gmail.com) , (704) 780-6843
- Jessica Diaz, 2023, 2 co-authored publications  
Assistant Professor, Claremont Graduate University  
Dissertation: 'Under threat: An empirical test of the social identity theory of psychological safety'  
\*Winner of the Brayfield Dissertation Award, 2023  
[Jessica.Diaz@cgu.edu](mailto:Jessica.Diaz@cgu.edu) , (415) 722-3693
- Anne Brafford, 2023  
Owner, Aspire Legal  
Dissertation: 'Fostering inclusion in the legal profession: Leader support for identity harmony'  
[AMBrafford@gmail.com](mailto:AMBrafford@gmail.com) , (310) 367-6782
- Kayla Kai Parker, 2025, 1 co-authored publication  
Training and Development Specialist, City of Corona  
Dissertation: 'A theoretical framework for Black women's leader development'  
[KaylaKParker@gmail.com](mailto:KaylaKParker@gmail.com)
- Daniel J. Smith, 2025, 3 co-authored publications  
Research Associate, Center for Creative Leadership  
Dissertation: 'The mixed effects of procedural justice in novel organizational policy decisions'  
[dsdsmith165@gmail.com](mailto:dsdsmith165@gmail.com)
- Emily L. Chan, 2025, 2 co-authored publications  
Assistant Professor of Leadership,  
Dissertation: 'Women's leader development: Examining the impact of leadership grants, bias interrupters, stereotype threat, and purpose on leader identity'  
[emily.chan@cgu.edu](mailto:emily.chan@cgu.edu)

## **LIST OF ADVISEES AT DISSERTATION PHASE**

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- Leslie Trainor \*4 co-authored publications  
Krista Jensen \*1 co-authored publication  
Kristine Powers \*1 co-authored publication