SHANE CONNELLY, Ph.D.

Department of Psychology
University of Oklahoma
455 West Lindsey Street
Norman, OK 73019
Phone: 405/325-4580   Fax: 405/325-4737   e-mail: sconnelly@ou.edu

EDUCATION

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

EMPLOYEMENT HISTORY

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

RESEARCH INTERESTS

Leadership skills, processes, and leader development; emotions in the workplace, leader and follower emotions, emotion regulation and leadership processes, attitudes and performance; ideological communication strategies and outcomes; ideological groups, website features, and ideological communication; research ethics; emotions and ethical decision making; ethics training; social media and ethics

TEACHING INTERESTS

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

PROFESSIONAL AFFILIATIONS

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

REVIEWING ACTIVITIES

Associate Editor: Human Performance (2015-present)
Editorial boards:
    Leadership Quarterly (2007-present)
    Human Performance (2010-present)
    Frontiers in Psychology: Organizational Psychology (2014-present)
    Journal of Business and Psychology (2018-present)
Ad hoc reviewer for:
    Academy of Management Review
    Academy of Management Learning and Education
    Journal of Organizational Behavior
    Journal of Occupational and Organizational Psychology
    Journal of Business Ethics
    Journal of Military Psychology
    Journal of Personality Assessment
    Journal of Applied Social Psychology
    Creativity Research Journal
    European Journal of Work and Organizational Psychology
    Human Relations
    Lawrence Erlbaum Books
    Society for Industrial and Organizational Psychology Conference (1997 to present)
    Emonet conference
    Academy of Management Conference

HONORS/AWARDS

1994 George Mason University Fellowship
1996 Center for Creative Leadership Award for Best Leadership Article
2000, 2015 Guest Editor for Leadership Quarterly
2001 Invited Paper – Bernard Bass Festschrift
2004 Best Paper Nominee, Leadership Quarterly
2006 Top SIOP poster
2007 The Leadership Quarterly "Seshe" outstanding reviewer award
2009 Top SIOP poster
2011 Editor's choice article in *Ethics and Behavior*
2012 Invited speaker – 21st Kravis-de-Roulet Leadership Conference

2015 Keynote speaker – Annual meeting of the Consortium for Research on Emotional
      Intelligence
2015 Guest Co-editor of *Leadership Quarterly Special Issue* on Leadership and
      Emotions
2016 Keynote speaker – Bass Distinguished Speaker Series
2017 Fellow – Society for Industrial Organizational Psychology (SIOP)
2017 Fellow – Association for Psychological Science (APS)
2018 Regents' Award for Superior Research and Creative Activity ($10K)
        University of Oklahoma
Guest Co-editor of *Leadership Quarterly* Special Issue on Replicating Leadership Studies
2021 Inaugural Award for Excellence in Research in the Social Sciences ($10K)

PUBLICATIONS

Leadership and Emotions in the Workplace

Maclaren, N., Yammarino, F. J., Dionne, S. D., Sayama, H., Mumford, M. D., Connelly, S., Martin, R., Mulhearn, T., Todd, E., Kulkami, A., Cao, Y., & Ruark, G. A. (2020). Speaking time and leader emergence in initially leaderless groups: A test of competing theories. *The Leadership Quarterly, 31,* 101-409.

Cao, S., MacLaren, N.G., Cao, Y., Dong, Y., Sayama, H., Yammarino, F.J., Dionne, S.D., Mumford, M.D., Connelly, S., Martin, R.W., Standish, C.J., Newbold, T.R., England, S., & Ruark, G.A. (2020). An agent-based model of leader emergence and leadership perception in a collective. *Complexity*, *Volume 2020,* Article ID 6857891, doi.org/10.1155/2020/6857891

Dong, Y., MacLaren, N. G., Cao, Y., Yammarino, F. J., Dionne, S. D., Mumford, M. D., Connelly, S.... & Ruark, G. A. (2020). Speaker Diarization Using Stereo Audio Channels: Preliminary Study on Utterance Clustering. *arXiv preprint arXiv:2009.05076*.

Torrence, B., & Connelly, S. (2019). Emotion Regulation Tendencies and Leadership Performance: An Examination of Cognitive and Behavioral Regulation Strategies. *Frontiers in Psychology*, *10*, 1486.

Bagdasarov, Z., Connelly, S., & Johnson, J. F. (2019). Denial and empathy: Partners in employee trust repair?. *Frontiers in Psychology*, *10*, 19.

Connelly, S., & Torrence, B. S. (2018). The relevance of discrete emotional experiences for human resource management: Connecting positive and negative emotions to HRM. In M. R. Buckley, A. R. Wheeler, and J. R. B. Halbesleben (Eds.) *Research in Personnel and Human Resources Management* (pp. 1-49). Emerald Publishing Limited.

Connelly, S., & Turner, M. R. (2018). Functional and dysfunctional fear and work: Dual perspectives. In D. Lindebaum, D. Geddes, and P. J. Jordan (Eds.), *The Social Function of Emotion and Talking about Emotion at Work* (pp. 127-153). Cheltenham, UK: Edward Elgar Publishing.

Thiel, C. E., Griffith, J. A., Hardy III, J. H., Peterson, D. R., & Connelly, S. (2018). Let's Look at This Another Way: How Supervisors Can Help Subordinates Manage the Threat of Relationship Conflict. *Journal of Leadership & Organizational Studies*, 25, 368-380.

Connelly, S., & Zaccaro, S. J. (2017). Leadership and creative capacity in military contexts. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity pp.* (401-418). London, England: Edward Elgar Publishing Limited.

Johnson, J. F., & Connelly, S. (2016). Moral disengagement and ethical decision-making: The moderating role of trait guilt and shame. *Journal of Personnel Psychology, 1-6.*

Mulhearn, T., McIntosh, T., Gibson, C., Mumford, M., Yammarino, F. J., Connelly, S., Day, E. A., Vessey, B. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *Acta Astronautica, 129*, 466–476.

McIntosh, T., Mulhearn, T., Gibson, C., Mumford, M., Yammarino, F. J., Connelly, S., Day, E. A., Vessey, W. B. (2016). Planning for long-duration space exploration: Interviews with NASA subject matter experts. *Acta Astronautica, 129*, 477–487.

Connelly, S., & Gooty, J. (2015). Leading with emotion: An overview of the special issue on leadership and emotions. *The Leadership Quarterly, 26*, 485-488.

Griffith, J., Connelly, S., Thiel, C., & Johnson, J. (2015). How outstanding leaders lead with affect: An examination of charismatic, ideological, and pragmatic leaders. *The Leadership Quarterly, 26*, 502-517.

Zaccaro, S. J., Connelly, S., Repchick, K. M., Daza, A. I., Young, M. C., Kilcullen, R., Gilrane, V. L., Robbins, J., Bartholomew, L. N. (2015). The influence of higher order cognitive capacities on leader organizational continuance and retention: The mediating role of developmental experiences. *The Leadership Quarterly, 26*, 342-358.

Connelly, S., & Johnson, G. (2015). Emotion and planning in organizations. In M. Mumford & M. Frese (Eds.), *The Psychology of Planning in Organizations: Research and Applications*, (pp. 105-122) NY: Routledge, Taylor & Francis Group.

Yammarino, F. J., Mumford, M. D., Connelly, M. S., Day, E. A., Gibson, C., McIntosh, T., & Mulhearn, T. (2015). Leadership Models for Team Dynamics and Cohesion: The Mars Mission. In *Team Cohesion: Advances in Psychological Theory, Methods and Practice* (pp. 213-245). Emerald Group Publishing Limited.

Davis, J., Griffith, J. A., Thiel, C. E., & Connelly, S. (2015). Development and validation of a measure for emotion regulation at work: Introducing the Workplace Emotion Regulation Preference Inventory (WERPI). *Personality and Individual Differences*, *85*, 245-250.

Thiel, C., Griffith, J., & Connelly, S. (2015). Leader–Follower Interpersonal Emotion Management Managing Stress by Person-Focused and Emotion-Focused Emotion Management. *Journal of Leadership & Organizational Studies*, *22*(1), 5-20.

Thiel, C. E., Hill, J., Griffith, J. A., & Connelly, S. (2014). Political tactics as affective events: Implications for individual perception and attitude. *European Journal of Work and Organizational Psychology*, *23*(3), 419-434.

Johnson, G., & Connelly, S. (2014). Negative emotions in informal feedback: The benefits of

disappointment and drawbacks of anger. *Human Relations*, *67*(10), 1265-1290.

Griffith, J. A., Connelly, S., & Thiel, C. E. (2014). Emotion regulation and intragroup conflict: when more distracted minds prevail. *International Journal of Conflict Management*, *25*(2), 148-170.

Connelly, S. (2013). Updates on Emotions in Transformational and Charismatic Leadership Research. In F. J. Yammarino and B. J. Avolio (Eds.), *10th Anniversary Edition of Transformational and Charismatic Leadership: The Road Ahead*. New York: Elsevier Science.

Connelly, S., Friedrich, T., Vessey, W. B., Klabzuba, A., Day, E. A., & Ruark, G. (2013). A conceptual framework for emotion management in leadership contexts. In R. Riggio and S. Tan (Eds.), *Leader Interpersonal and Influence Skills: The Soft Skills of Leadership* (pp. 101-138). Mahwah, NJ: Lawrence Erlbaum Associates.

Kligyte, V., Connelly, S., Thiel, C., & Devenport, L. (2013). The Influence of Anger, Fear, and Emotion Regulation Strategies on Ethical Decision-Making. *Human Performance, 26*, 297-326.

Bagdasarov, Z., & Connelly, S. (2013). Emotional Labor among Healthcare Professionals: The Effects are Undeniable. *Narrative Inquiry in Bioethics, 3,* 125-129.

Thiel, C., & Connelly, S. (2012). Leadership and emotion for complex tasks: Different emotions, different strategies. *The Leadership Quarterly*, *23*, 517-533.

Thiel, C. E., Connelly, S., & Griffith, J. A. (2011). The influence of anger on ethical decision-making: A comparison of primary and secondary appraisal. *Ethics and Behavior*, 21, 380-403.

Griffith, J.A., Connelly, S., & Thiel, C. E. (2011). Leader deception influences on leader-member exchange and subordinate organizational commitment. *Journal of Leadership and Organizational Studies, 18,* 508-521.

Angie, A. D., Connelly, S., Waples, E. P., & Kligyte, V. (2011). Influence of Emotions on Judgment and Decision Making: A Meta-Analysis. *Emotion & Cognition*, 25, 1393-1422.

Gooty, J., Connelly, S., Griffith, J., & Gupta, A. (2010). Leadership, affect and emotions: A state of the science review. *Leadership Quarterly, 21, 979-1004.*

Connelly, S., & Ruark, G. (2010). Leadership style and activating potential as moderators of the relationship between leader emotional valence and outcomes. *Leadership Quarterly, 21,* 745-764.

Yammarino, F. J., Mumford, M .D. Connelly, M. S., & Dionne, S. D. (2010). Leadership and team dynamics for dangerous contexts. *Journal of Military Psychology, 22(1), 15-41.*

Waples, E., & Connelly, S. (2008). Leader emotions and follower commitment to a vision. In R. H. Humphrey, C. A. Schreisheim, and L. L. Neider (Eds.), *Affect and emotion: New directions in management theory and research.* Charlotte, NC: Information Age Publishing.

Connelly, S., Allen, M., & Waples, E. P. (2007). The impact of content and structure on a case-based approach to developing leadership. *International Journal of Learning and Change, 2,* 218-249.

Mumford, M.D., Connelly, M. S., Scott, G., Espejo, J., Sohl, L., Hunter, S., & Bedell, K. E. (2005).

Career experiences and scientific performance: A study of social, physical, life, and health sciences. *Creativity Research Journal*, *17*, 105-129.

Gaddis, B., Connelly, S., & Mumford, M. D. (2004). Failure feedback as an affective event: Influences of leader affect on subordinate attitudes and performance. *The Leadership Quarterly, 15,* 663-686.

Connelly, S., Helton-Fauth, W. & Mumford, M. D. (2004). A managerial in-basket study of the impact of trait emotions on ethical choice. *Journal of Business Ethics, 51,* 245-267.

Mumford, M.D., Connelly, S., Gaddis, B. (2003). How creative leaders think: Experimental findings and cases. *The Leadership Quarterly, 14*, 411-432.

Connelly, S., Gaddis, B., & Helton-Fauth, W. (2002). A closer look at the role of emotions in transformational and charismatic leadership. In B. J. Avolio and F. J. Yammarino (Eds.), *Transformational and charismatic leadership: The road ahead* (pp. 255-283). New York: Elsevier Science.

Connelly, M. S., Zaccaro, S. J., Gilbert, J. A., Marks, M. A., Threlfall, K. V., & Mumford, M. D. (2000). Predicting organizational leadership: The impact of problem solving skills, social judgment skills, and knowledge. *The Leadership Quarterly*, 11 (1), 65-86.

Mumford, M. D., Marks, M. A., Zaccaro, S. J., Connelly, M. S., & Reiter-Palmon, R. (2000). Development of leadership skills: Experience and timing. *The Leadership Quarterly*, *11(1),* 87-114.

Mumford, M. D., Zaccaro, S. J., Connelly, M. S., & Marks, M. A. (2000). Leadership skills: Conclusions and future directions. *The Leadership Quarterly*, *11(1),* 155-170.

Zaccaro, S. J., Mumford, M. D., Connelly, M. S., Marks, M. A., & Gilbert, J. A. (2000). Leader skill assessment: Measures and methods. *The Leadership Quarterly*, *11(1),* 37-64.

Mumford, M. D., & Connelly, M. S. (1999). Leadership. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity (pp.139-145)*. San Diego, CA: Academic Press.

Ideological Groups

Ness, A., Johnson, G., Ault, M. K., Taylor, W. D., Griffith, J., Connelly, S., Dunbar., N. E., & Jensen, M. (2017). Reactions to ideological websites: The impact of emotional appeals, credibility, and pre-existing attitudes. *Computers in Human Behavior, 72,* 496-511.

Ault, M. K., Ness, A. M., Taylor, W. D., Johnson, G., Connelly, M. S., Jensen, M. L., & Dunbar, N. E. (2017). Ideological lens matters: Credibility heuristics, pre-existing attitudes, and reactions to messages on ideological websites. *Computers in Human Behavior, 68*(3), 315-325.

Hughes, M. G., Beechly, L., Griffith, J. A., Zeni, T. A., Byrne, C., Shipman, A., Nei, D. S., Connelly, S. and Mumford, M. D. (2016). Examining online communication: A method for the quantitative analysis of qualitative data. In M. L. Baran and J. E. Jones (Eds.), *Mixed Methods Research for Improved Scientific Study* (pp. 213-235). Hershey, PA: IGI Global.

Connelly, S., Dunbar, N. E., Jensen, M. L., Griffith, J. A., Taylor, W. D., Johnson, G., Hughes, M. G. & Mumford, M. D. (2015). Social categorization, moral disengagement, and credibility of

ideological group websites. *Journal of Media Psychology, 27,* 35-50.

Taylor, W. D., Johnson, G., Ault, M. K., Griffith, J., Rozzell, B., Connelly, S., Jensen, M., Dunbar, N., Ness, A. (2015). Ideological Group Persuasion: A Within-Person Study of How Violence, Interactivity, and Credibility features Influence Online Persuasion. *Computers in Human Behavior, 51,* 448-460.

Dunbar, N., Connelly, S., Jensen, M., Adame, B., Rozzell, B., Griffith, J., & O'Hair, D. (2014). Fear appeals, message processing cues, and credibility in the websites of violent, ideological, and non-ideological groups. *Journal of Computer-mediated Communication, 19,* 871-889.

Jensen, M. L., Dunbar, N. E., Connelly, S., Hughes, M. G., Taylor, W. D., Adame, B. J., & Rozzell, B. L (2014). Organizational balancing of website interactivity and control: A comparison of violent, ideological, and non-ideological group websites. *Computers in Human Behavior*, 38, pp. 43-54.

Johnson, G., Taylor, W. D., Ness, A. M., Ault, M. K., Dunbar, N. E., Jensen, M. L., & Connelly, S. (2014). Credibility and interactivity: Persuasive components of ideological group websites. *Persuasive Technology: Lecture Notes in Computer Science, 8462*, 143-154.

Hughes, M. G., Griffith, J. A., Zeni, T. A., Arsenault, M. L., Cooper, O. D., Johnson, G., Hardy, J., Connelly, S., & Mumford, M. D. (2014). Discrediting in a Message Board Forum: The Effects of Social Support and Attacks on Expertise and Trustworthiness. *Journal of Computer-Mediated Communication*, *19*(3), 325-341.

Byrne, C. L., Nei, D. S., Barrett, J. B., Hughes, M., Davis, J. L., Griffith, J., Harkrider, L., Hester, K., Robledo, I., Angie, A. D., Connelly, M. S., O'Hair, H. D., & Mumford, M. D. (2013). Online ideology: A comparison of website communication and media use. *Journal of Computer Mediated Communication, 18*, 25-39.

Angie, A. D., Davis, J. L., Allen, M. T., Byrne, C. L., Ruark, G., Cunningham, C. B., Hong, T. S., Bernard, D., Hughes, M., Connelly, M. S., & Mumford, M. D. (2011). Studying ideological groups online: Identification and assessment of risk factors for violence. *Journal of Applied Social Psychology, 41,* 627-657.

Allen, M. T., Angie, A. D., Davis, J. L., Byrne, C. C., O'Hair, H. D., Connelly, M. S., & Mumford, M. D. (2008). Virtual risk: The role of new media in violent and nonviolent ideological groups. In J. Friedricksen & H. D. O'Hair (Eds.), *Handbook of Risk and Crisis Communication* (pp. 446-470). San Diego, CA: Academic Press.

Mumford, M.D., Bedell-Avers, K. E., Hunter, S. T., Espejo, J. E., Eubanks, D., & Connelly, S. (2008). Violence in ideological and non-Ideological groups: A quantitative analysis of qualitative data. *Journal of Applied Social Psychology*, 38, 1521-1561.

Mumford, M. D., Espejo, J., Hunter, S. T., Bedell, K. E., Eubanks, D. L., & Connelly, S. (2007). The sources of leader violence: A multi-level comparison of ideological and non-ideological leaders. *The Leadership Quarterly, 18*, 217-235.

Ethics in Organizations

Gujar, Y., Higgs, C., Sanders, C., Fichtel, M., McIntosh, T., Turner, M. R., Connelly, S., & Mumford, M. D. (2020). Active vs intuitive sensemaking: Examination through the lens of generation,

evaluation, and revision in ethical decision-making. *Ethics & Behavior*, 1-30.

Higgs, C., McIntosh, T., Connelly, S., & Mumford, M. D. (2020). Self-focused emotions and ethical decision-making: Comparing the effects of regulated and unregulated guilt, shame, and embarrassment. *Science and Engineering Ethics, 26(1)* 27-63.

McIntosh, T. Higgs, C., Turner, M., Partlow, P., Steele, L., MacDougall, A., Connelly, M.S., & Mumford, M.D. (2019). To whistle blow or not to whistle blow: Affective and cognitive differences in reporting peers and supervisors. *Science and Engineering Ethics, 25,* 171-210.

McIntosh, T., Higgs, C., Mumford, M., Connelly, S. & Dubois, J. (2018) Continuous evaluation in ethics education: A case study. *Science and Engineering Ethics, 24*, 727-754.

Turner, M. R., Watts, L. L., Steele, L. M., Mulhearn, T. J., Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2018). How did you like this course? The advantages and limitations of reaction criteria in ethics education, *Ethics and Behavior, 28*, 483-496.

Ness, A., & Connelly, S. (2017). Situational influences on ethical sensemaking: Performance pressure, interpersonal conflict, and the recipient of consequences. *Human Performance, 30,* 57-78.

Todd, E. M., Torrence, B. S., Watts, L. L., Mulhearn, T. J., Connelly, S., & Mumford, M. D. (2017). Effective practices in the delivery of ethics education: A qualitative review of instructional methods. *Accountability in Research*, *24*, 297-321.

Medeiros, K. E., Watts, L.L., Mulhearn, T. J., Steele, L. M., Mumford, M. D., & Connelly, S. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics, 3, 245-275.*

Todd, M.E., Watts, L.L., Mulhearn, T., Torrence, B.E., Turner, M.R., Connelly, S., & Mumford, M.D. (2017). A meta-analytic comparison of face to face and online delivery of ethics instruction: The case for the hybrid approach. *Science and Engineering Ethics*, *23*, 1719-1754.

Torrence, B., Watts, L.L., Mulhearn, T., Turner, M.R., Todd, E.M., Mumford, M.D., & Connelly, S. (2017). Curricular approaches in ethics education: Reflecting on best and worst practices in instructional content. *Accountability in Research*, *24*, 269-296.

Watts, L.L, Medeiros, K.E., Mulhearn, T.J, Steele, L.M., Connelly, M.S., & Mumford, M.D. (2017). Are ethics training programs improving: A meta-analytic review of past and present ethics instruction in the sciences. *Ethics and Behavior*, *27*, 351-384.

Watts, L.L., Mulhearn, T., Medeiros, K.L., Steele, L.M., Connelly, S., & Mumford, M.D. (2017). Modeling the instructional effectiveness of RCR education: A meta-analytic path analysis. *Ethics and Behavior*, *24*, 225-242.

Watts, L.L., Todd, M.E., Mulhearn, T.J., Medeiros, K.E., Mumford, M.D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research*, *24*, 269-296.

Mulhearn, T.J., Steele, L.M., Watts, L.L., Medeiros, K.E., Mumford, M.D., & Connelly, S. (2017). Review of instructional approaches in ethics education. *Science and Engineering Ethics, 23,* 883-912.

Mulhearn, T., Watts, L.L., Todd, M.E., Medeiros, K.E., Connelly, S., & Mumford, M.D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education. *Accountability in Research*, *24*, 195-210.

Mulhearn, T.J., Watts, L.L., Torrence, B., Todd, M.E., Turner, M., Connelly, S., & Mumford, M.D. (2017). Cross-field comparison of ethics education: Golden rules and particulars. *Accountability in Research*, *24*, 211-224.

Steele, L.M., Johnson, J.F., Watts, L.L., MacDougall, A.E., Mumford, M.D., Connelly, S., Williams, T.H.L. (2017). A Comparison of the effects of ethics training or international and US students. *Atlas of Science*, *26*, 108-110.

Bagdasarov, Z., Martin, A., Chauhan, R., & Connelly, S. (2016). Aristotle, Kant, and…Facebook?: A Look at the Implications of Social Media on Ethics. *Ethics and Behavior, 27,* 547-561.

Steele, L. M., Mulhearn, T. J., Medeiros, K. E., Watts, L. L., Connelly, S., & Mumford, M. D. (2016). How do we know what works? A review and critique of current practices in ethics training evaluation. *Accountability in Research, 23(6)*, 319-350.

Mumford, M. D., Watts, L. L., Medeiros, K. E., Mulhearn, T. J., Steele, L. M., & Connelly, S. (2016). Biomedical ethics education may benefit from integrating compliance and analysis approaches. *Nature Immunology, 17*, 605-608.

Mecca, J. T., Medeiros, K. E., Giorgini, V., Gibson, C, Mumford, M. D., & Connelly, S. (2016). Biases and compensatory strategies: The efficacy of a training intervention. *Ethics & Behavior,* 2, 128-143.

Martin, A., Bagdasarov, Z., & Connelly, S. (2015). The capacity for ethical decisions: The relationship between working memory and ethical decision making. *Science and Engineering Ethics*, *21*(2), 271-292.

Bagdasarov, Z., Johnson, J. F., MacDougall, A. E., Steele, L. M., Connelly, S., & Mumford, M. D. (2015). Mental models and ethical decision making: The mediating role of sensemaking. *Journal of Business Ethics, 138 (1)*, 133-144.

Medeiros, K. E., Gibson, C., Mecca, J., Giorgini, V., Connelly, S., & Mumford, M. D. (2015). Playing, sitting out, and observing the game: An investigation of faculty members' perspectives on political behavior in ethical decision making. *Accountability in Research, 22*, 284-300.

Giorgini, V., Gibson, C., Mecca, J. T., Medeiros, K. E., Mumford, M. D., Connelly, S., & Devenport, L. D. (2015). Differences in ethical decision making across discipline, rank, and gender among university academics. *Science and Engineering Ethics*, 21, 1551-1579.

Giorgini, V., Mecca, J. T., Gibson, C., Medeiros, K. E., Mumford, M. D., Connelly, S., & Devenport, L. D. (2015). Perceptions of ethical guidelines on ethical decision making in the sciences. *Accountability in Research,* 21, 1551-1579.

Mecca, J. T., Gibson, C., Giorgini, V., Medeiros, K., Mumford, M. D., & Connelly, S. (2015). Researcher perspectives on conflicts of interest: A qualitative analysis of views from academia. *Science & Engineering Ethics,* 21, 843-855.

MacDougall, A. E., Harkrider, L. N., Bagdasarov, Z., Johnson, J. F., Thiel, C. E., Peacock, J., Mumford, M. D., Devenport, L. D., & Connelly, S. (2014). Examining the effects of incremental case presentation and forecasting outcomes on case-based ethics instruction. *Ethics & Behavior,* 24, 126-150.

Johnson, J. F., Bagdasarov, Z., MacDougall, A. E., Steele, L. Connelly, S. Devenport, L. D., & Mumford, M. D. (2014). Improving ethical knowledge and sensemaking from cases through elaborative integration and outcome valence. *Accountability in Research,* 21, 265-299.

Johnson, J. F., Bagdasarov, Z., Harkrider, L. N., MacDougall, A., Connelly, S., Devenport, L. D., & Mumford, M. D. (2013). The effects of note-taking and review processes on sensemaking and ethical decision-making quality. *Ethics & Behavior*, 23, 299-323.

Gibson, C., Medeiros, K. E., Giorgini, V., Mecca, J. T., Devenport, L., Connelly, S., & Mumford, M. D. (2014). A qualitative analysis of power differentials in ethical situations in academia. *Ethics & Behavior, 24,* 311–325.

Mecca, J. T., Giorgini, V., Medeiros, K., Gibson, C., Devenport, L., Connelly, S., & Mumford, M. D. (2014). Perspectives on whistleblowing: Faculty member viewpoints. *Accountability in Research, 21*(3), 159–175.

Mecca, J. T., Medeiros, K., Giorgini, V., Gibson, C., Mumford, M. D., Connelly, S., & Devenport, L. D. (2014). The influence of compensatory strategies on ethical decision making. *Ethics & Behavior*, 24, 73–89.

Medeiros, K., Mecca, J. T., Gibson, C., Giorgini, V., Mumford, M. D., Connelly, S., & Devenport, L. D. (2014). The influence of biases on ethical decision making. *Accountability in Research*, 21, 218–240.

Bagdasarov, Z., Johnson, J. F., & Connelly, S. (2013). From theory to application: What's behind case-based ethics training? In L. Sekerka (Ed.), *Ethics training in action: An Examination of Issues, Techniques, and Development* (pp. 183-209). Charlotte, NC: Information Age Publishing.

Bagdasarov, Z., Thiel, C. E., Johnson, J. F., Connelly, S., Harkrider, L., Devenport, L. D., & Mumford, M. D. (2013). Case-based ethics instruction: The influence of contextual and individual factors in case content on ethical decision-making. *Science and Engineering Ethics, 19,* 1305-1322.

Harkrider, L. N., MacDougall, A. E., Bagdasarov, Z., Johnson, J. F., Thiel, C. E., Mumford, M. D., Devenport, L. D., & Connelly, S. (2013). Structuring case-based ethics trainings: How comparing cases and structured prompts influence training effectiveness. *Ethics & Behavior, 23,* 179-198.

Peacock, J., Harkrider, L. N., Bagdasarov, Z., Connelly, S., Johnson, J. F., Thiel, C. E., MacDougall, A. E., Mumford, M. D., & Devenport, L. D. (2013). Effects of alternative outcome scenarios and structured outcome evaluation on case-based ethics instruction. *Science and Engineering Ethics, 19,* 1283-1301.

Thiel, C. E., Connelly, S., Harkrider, L., Devenport, L. D., Bagdasarov, Z., Johnson, J. F., & Mumford, M. D. (2013). Case-based knowledge and ethics education: Improving learning and transfer through emotionally rich cases. *Science and Engineering Ethics*, 19(1), 265-286.

Antes, A. L., Thiel, C. E., Martin, L. E., Stenmark, C. K., Connelly, S., Devenport, L. D., Mumford, M. D. (2012). Applying cases to solve ethical problems: The significance of positive and process-oriented reflection. *Ethics and Behavior, 22,* 113-130.

Bagdasarov, Z., Harkrider, L. N., Johnson, J. F., Thiel, C. E., MacDougall, A. E., Devenport, L. D., Connelly, S., Mumford, M. D., & Peacock, J. (2012). An investigation of case-based instructional strategies on learning, retention, and ethical decision-making. *Journal of Empirical Research on Human Research Ethics, 7*(4), 79-86.

Johnson, J. F., Thiel, E. C., Bagdasarov, Z., Connelly, S., Harkrider, L., Devenport, L. D., & Mumford, M. D. (2012). Case-based ethics education: How cause complexity and outcome valence affect ethicality. *Journal of Empirical Research on Human Research Ethics, 7(3),* 63-77.

Harkrider, L. N., Thiel, C. E., Bagdasarov, Z., Mumford, M. D., Johnson, J. F., Connelly, S., & Devenport, L. D. (2012). Improving case-based ethics training with codes of conduct and forecasting content. *Ethics & Behavior, 22*(4), 258-280.

Brown, R. P., Tamborski, M., Wang, X., Barnes, C. D., Connelly, S., & Devenport, L. D. (2011). Moral credentialing and the rationalization of misconduct. *Ethics and Behavior, 21,* 1-12. (Editor's Choice article)

Caughron, J. J., Antes, A. L., Stenmark, C. K., Thiel, C. E., Wang, X., Mumford, M. D., Connelly, S., Devenport, L. D., & Brown, R. P. (2011). Sensemaking strategies for ethical decision-making. *Ethics and Behavior, 5,* 351-366.

Martin, L. E., Stenmark, C. K., Thiel, C. E., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (2011). The influence of temporal orientation and affective frame on use of ethical decision-making strategies. *Ethics and Behavior*, *21,* 127-146.

Antes, A. L., Wang, X., Mumford, M. D., Brown, R. P., Connelly, M. S., & Devenport, L. D. (2010). The effectiveness of existing RCR instruction: Mixed findings and potential risks. *Academic Medicine. 85(3),* 519-526.

Mumford, M. D., Antes, A. L., Caughron, J. J., Connelly, M. S., & Beehler, C. (2010). Cross-field differences in creative problem-solving skills: A comparison of health, biological, and social sciences. *Creativity Research Journal, 22(1),* 14-26.

Mumford, M. D., Waples, E. P., Antes, A. L., Brown, R. P., Connelly, S., Murphy, S. T., & Devenport, L. D. (2010). Creativity and ethics: The relationship of creative and ethical problem solving. *Creativity Research Journal*, *22(1)*, 74-89.

Antes, A. L., Murphy, S. T., Waples, E. P., Mumford, M. D., Brown, R. P., Connelly, S. & Devenport, L. D. (2009). A meta-analysis of ethics instruction effectiveness in the sciences. *Ethics and Behavior, 19,* 379-402.

Mumford, M. D., Connelly, S., Murphy, S. T., Devenport, L. D., Antes, A. L., Brown, R. P., Hill, J. H., & Waples, E. P. (2009). Field and experience influences on ethical decision-making in the sciences. *Ethics and Behavior, 19,* 263-289.

Waples, E. P., Antes, A. L., Murphy, S. T., Connelly, S., & Mumford, M. D. (2009). A meta-analytic investigation of business ethics instruction. *Journal of Business Ethics, 87,* 133-151.

Mumford, M. D., Waples, E. P., Antes, A. L., Murphy, S. T., Connelly, S., Brown, R. P., & Devenport, L. D. (2009). Exposure to unethical career events: Effects on decision-making, climate, and socialization. *Ethics and Behavior, 19,* 351-378.

Mumford, M. D., Connelly, S., Brown, R. P., Murphy, S. T., Hill, J. H., Antes, A. L., Waples, E. P., & Devenport, L. D. (2008). Sensemaking approach to ethics training for scientists: Preliminary evidence of training effectiveness. *Ethics and Behavior, 18*, 315-339.

Antes, A. L., Brown, R. P., Murphy, S. T., Hill, J. A., Waples, E. P., Mumford, M. D., Connelly, M. S., & Devenport, L. R. (2007). Individual influences on ethical decision-making: The influence of personality. *Journal of Empirical Research on Human Ethics, 2,* 15-34.

Mumford, M. D., Murphy, S. T., Connelly, S., Hill, J. H., Antes, A. L., Brown, R. P. & Devenport, L. D. (2007). The development of ethical decision-making: Early environmental predictors of research integrity. *Ethics and Behavior*, *17,* 337-366.

Mumford, M. D., Devenport, L. D., Brown, R. P., Connelly, S., Murphy, S. T., Hill, J. H., & Antes, A. L. (2006). Validation of ethical decision-making measures: Evidence for a new set of measures. *Ethics and Behavior16,* 319-345.

Mumford, M. D., Connelly, M. S., & Leritz, L. E. (2005). Integrity in professional settings: Individual and situational influences. In F. Columbus (Ed.), *Advances in Psychology Research* (pp. 319-345). Hauppauge, NY: Nova.

Helton-Fauth, W., Gaddis, B. H., Scott, G. M., Brown, R. P., Devenport, L., Connelly, M. S., & Mumford, M. D. (2003). A new approach for assessing ethical conduct in scientific work. *Accountability in Research, 10*, 205-228.

Gaddis, B. H., Helton-Fauth, W., Scott, G. M., Shaffer, A. S., Connelly, M. S., & Mumford, M. D. (2003). Development of two measures of climate for scientific organizations. *Accountability in Research, 10*, 255-290.

Mumford, M. D., Helton, W. B., Decker, B. P., Connelly, M. S., & VanDoorn, J. R. (2002). Values and beliefs related to ethical decisions. *Teaching Business Ethics, 6,* 481-496.

Mumford, M. D., Connelly, M. S., Helton, W. B., Mowry, J. R., & Osburn, H. K. (2001). On the construct validity of integrity tests: Individual and situational factors as predictors of test performance. *International Journal of Selection and Assessment, 9,* 240-257.

 Alternative Performance Predictors

Mumford, M. D., Decker, B. P., Connelly, M. S., Osburn, H. K., Scott, G. (2002). Beliefs and creative performance: Relationships across three tasks. *Journal of Creative Behavior, 36*, 153-181.

Mumford, M. D., Connelly, M. S., Helton, W. B., VanDoorn, J. R., & Osburn, H. K. (2002). Alternative approaches for measuring values: Direct and indirect assessments in performance prediction. *Journal of Vocational Behavior, 61,* 348-373.

Reiter-Palmon, R. & Connelly, M. S. (2000). Item selection counts: A comparison of empirical keying and rational scale validities in theory-based and non-theory based item pools. *Journal of Applied*

Psychology, 85(1), 143-151.

Mumford, M. D., Marks, M. A., Connelly, M. S., Zaccaro, S. J., & Johnson, J. F. (1998). Domain-based scoring of divergent thinking tests: Validation evidence in an occupational sample. *Creativity Research Journal*, *11*, 151-164.

Mumford, M. D., Costanza, D. P., Connelly, M. S., & Johnson, J. F. (1996). Item generation procedures and background data scales: Implications for construct and criterion-related validity. *Personnel Psychology, 49*, 361-398.

O'Connor, J., Mumford, M. D., Clifton, T. C., Gessner, T. E., & Connelly, M. S., (1995). Charismatic leaders and destructiveness: A historiometric study. *The Leadership Quarterly, 6*(4), 529-555.

Mumford, M. D., Connelly, M. S., Baughman, W. A., & Marks, M. A. (1994). Creativity and problem solving: Cognition, adaptability and wisdom. *Roeper Review: A Journal on Gifted Education, 16*, 241-246.

Mumford, M. D., Gessner, T. E., Connelly, M. S., O'Connor, J. A., & Clifton, T. C. (1993). Leadership and destructive acts: Individual and situational influences. *The Leadership Quarterly, 4*, 115-143.

Mumford, M. D., O'Connor, J. A., Clifton, T. C., Connelly, M. S., & Zaccaro, S. J. (1993). Background data constructs as predictors of leadership behavior. *Human Performance, 6*, 151-195.

Gessner, T. E., O'Connor, J. A., Clifton, T. C., Connelly, M. S., & Mumford, M. D. (1993). The development of moral beliefs: A retrospective study. *Current Psychology, 12*, 236-259.

Mumford, M. D., Baughman, W. A., Costanza, D., Uhlman, C. U., & Connelly, M. S. (1993). Developing creative capacities: Implications of cognitive processing models. *Roeper Review: A Journal on Gifted Education, 16*(1), 16-21.

Mumford, M. D., & Connelly, M. S. (1993). Cases of invention. *Contemporary Psychology, 38*, 1210-1212.

Mumford, M. D., & Connelly, M. S. (1991). Leaders as creators: Leader performance and problem solving in ill-defined domains. *The Leadership Quarterly, 2*, 289-315.

IN PRESS, UNDER REVIEW, IN PROGRESS

Connelly, S., Merry, M., & Strasbaugh, K. (in press). Psychological Processes in Social Media: Implications for Democracy. In N. E. Snow & M. S. Vaccarezza (Eds.), *Virtues, Democracy, and Online Media: Ethical and Epistemic Issues*. Abington: Routledge.

Gujar, Y., Sanders, C., Higgs, C., McIntosh, T., Connelly, S. & Mumford, M. D. (in press). Looking around and looking ahead: Focrecasting and moral intensity in ethical decision-making. *Ethics and Behavior.*

Turner, M., & Connelly, S. (in review, R&R1). Helping in the eyes of the beholder: The impact of OCB

type and fluctuation in OCB on coworker perceptions and evaluations of helpful employees. Journal of Theoretical Psychology.

Strasbaugh, K., & Connelly, S (in press). The Influence of Anger and Anxiety on Idea Generation: Taking a Closer Look at Integral and Incidental Emotion Effects. *Psychology of Aesthetics, Creativity, and the Arts*.

Turner, M., & Connelly, S. (in review, R&R1). The intentional withdrawal of organizational citizenship behavior. *Human Performance*.

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

Torrence, B. S., Turner, M. R., Johnston-Fisher, J., Eliott, S., Snyder, L. A., Schultz, R., Mumford, M. D., & Connelly, S. (in review). Planning for social interactions: A case-based planning approach for Army Officers. *Human Relations*.

Johnston-Fisher, J., Elliott, S., Torrence, B.S., Turner, M. R., Schultz, R., Snyder, L. A., Mumford, M. D., & Connelly, S. (in review). Rethinking how leaders manage bad behaviors: Application of a planning approach to social interactions. *Journal of Applied Behavioral Science*.

Standish, C. J., Todd, E. M., Martin, R. W., Mulhearn, T., MacLaren, N. G., Kilkanni, A., Cao, Y., Mumford, M. D., Connelly, S., Yammarino, F. J., Dionne, S. D., Sayama, H., & Ruark, G. (in review). The differential performance of multiple leader and single leader collectives. *The Leadership Quarterly*.

Todd, E. M., Martin, R. W., Standish, C. J., MacLaren, N. G., Kilkanni, A., Cao, Y., Mumford, M. D., Connelly, S., Yammarino, F. J., Dionne, S. D., Sayama, H., & Ruark, G. (in review). Planning as a predictor of effective collective leadership. *Human Performance.*

Martin, R. W., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., Connelly, S., MacLaren, N. G., Kilkanni, A., Cao, Y., Yammarino, F. J., Dionne, S. D., Sayama, H., & Ruark, G. (in review). Collective leadership: Network communication and group performance on a military simulation game. *Journal of Military Psychology*.

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

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

Strasbaugh, K., Johnson-Fisher, J., & Connelly, S. (in progress). Comparing emotion regulation effect of creative tasks on different discrete emotional states.

Strasbaugh, K., Mery, M., Sanders, C. S., Connelly, S. & Barnes, J. (in progress). The Power of Reading: How Nonfiction and Fiction Stories Shape Ethical Ideology. *Psychology, Aesthestics, Creativity & the Arts*

PRESENTATIONS/PAPERS

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

Mery, M., Connelly, S. & Strasbaugh (2021). Social media use and ethical behavior outside of social media: Employee implications. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

Patel, D., Brunot, A., & Connelly, S. (2021). Influence of emotions, values, and climate on follower perceptions and performance. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

Brunot, A., Patel, D., & Connelly, S (2021). Emotion, channeling behavior, and goal discrepancy effects on leader charisma. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

England, S., Standish, C., Martin, R. Newbold, T., Todd, E.M., Mumford, M. D., Connelly, S.….(2021). Planning and collective leadership: Performance on a business simulation. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

Martin, R., Standish, C., England, S., Newbold, T., Todd, E. M., Mumford, M. D. Connelly, S.….(2021). The manifestation of leader and collective performance over time. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

Newbold, T., Martin, R., England, S., Standish, C., Todd, E. M., Mumford, M. D., Connelly, S.…(2021). The effects of network communication on collective performance: A replication. Paper accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

Todd, E. M., Martin, R.W., England, S., Standish, C., Newbold, T., Mumford, M.D., Connelly, S., MacLaren, N.G., Cao, Y., Dong, Y., Yammarino, F.J., Dionne, S.D., Sayama, H., & Ruark, G.A. (April, 2021). The importance of planning for collective leadership. In C. Maupin (Chair), *Pushing the Boundaris: Antecedents, Processes, and Outcomes of Shared Leadership.* Symposium accepted to the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA (virtual).

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

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

Strasbaugh, K., Connelly, S., Torrence, B., Turner, M. R., & Mery, M. (2020). *Contrasts of the Effects*

of Anger and Anxiety on Idea Generation and Idea Evaluation. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Virtual Conference due to Covid-19.

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

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

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

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

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

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

Turner, M., Torrence, B., & Connelly, S. (2019, April). *Negative motivations as a facet of OCB withdrawal.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

Torrence, B., Turner, M. R., Ness, A. M., Brunot, A., & Connelly, S. (2019). *Sensitivity to moral intensity: Development and validation of a moral intensity scale.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

Johnston-Fisher, J.L., Elliott, S., Torrence, B.S., Turner, M.R., Vowels, C., Snyder, L.A., Mumford, M.D., and Connelly, S. (April 2019). *A planning approach to managing incivility in small groups.* Symposium, Using Micro to macro perspectives to advance mistreatment research and practice. Paper presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.

Todd, E. M., Standish, C. J., Martin, R., Mulhearn, T., Connelly, S., Mumford, M. D., Kulkami, A., Maclaren, N., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Planning as a predictor of effective collective leadership.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., Connelly, S., Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S., & Sayama, H. (2019, April). *Network communication as a predictor of collective leadership*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

Maclaren, N., Kulkami, A., Cao, Y., Yammarino, F. J., Dionne, S. Sayama, H., Martin, R., Todd, E. M., Standish, C. J., Mulhearn, T., Mumford, M. D., & Connelly, S. (2019, April). *Speaking time and leader emergence in initially leaderless groups*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Washington, DC.

Strasbaugh, Connelly, Turner, & Torrence (2018). *The relationship of anger and anxiety to idea generation and idea evaluation: What leaders should know*. Paper presented at the 2018 Annual Meeting of the Southern Management Association, Lexington, KY.

Ness, A. M. & Connelly, S. (2018). *The role of emotions and cognitive bias in ethical decisions*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Turner, M. R., Torrence, B., Srasbaugh, K., Sanders, C., & Connelly, S. (2018). *Intentional withdrawal of organizational citizenship behavior*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ness, A. M, Connelly, S., Turner, M. R., & Torrence, B. (2018). *The relationships between motives and values and ethical sensemaking*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Torrence, B., Connelly, S. Turner, M. R., & Stasbaugh, K. (2018). *Emotion regulation profiles: Antecedents and outcomes*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Johnson, J. F., Ainslie, G., Bagdasarov, Z., & Connelly, S. (2018). *How leaders influence follower cognition and ethics using targeted strategies*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Yammarino, F. J., Mumford, M.D., Dionne, S. D., Hiroki, S., Connelly, S., MacLaren, N.,… (2018). *Collective leadership and planning: Assessments via experiments and computational models*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

McLearn, N. G., Cho, Y., Kulkanni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., Mulhearn, T. J., Todd, E. M., & Bosco, F. J. (2018, April). *Agent-based model parameter estimation and variable reduction using metabus: application to a collective leadership model*. Paper presented at the Northeast Regional Conference on Complex Systems. Boston, MA.

Ness, A. M., Connelly, S., Torrence, B., & Turner, M. (2017). *Correlations between moral intensity dimensions and individual difference variables*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Todd, E. M., Watts, L., Mulhearn, T., Torrence, B., Turner, M. R.., Connelly, S., & Mumford, M. D. (2017). *A meta-analysis comparing face-to-face, online, and hybrid ethics courses.* Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational

Psychology, Orlando, FL.

Bagdasarov, Z., Martin, A., Chauhan, R., & Connelly, S. (2017). *Aristotle, Kant, and Facebook? Implications of social media on ethics*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Connelly, S. (2016, September). *For better or worse: The emotional lives of leaders*. Invited address, Bass Distinguished Lecture Series, University of Binghamton.

Torrence, B., & Connelly, S. (2016). Adaptive emotion regulation strategies in leadership. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Johnson, G., & Connelly, S. (2016). Anger and guilt: Impacts on sensemaking and ethical decision-making. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Bagdasarov, Z., Connelly, S., & Johnson, J. (2016). Denial and empathy: Partners in employee trust repair. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Chauhan, R., & Connelly, S. (2016). Social media and ethics: The role of context and personality. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Connelly, S. (2015). *Good and bad consequences of leader emotion regulation*. Keynote speaker presentation given at the annual conference of the Consortium for Research on Emotional Intelligence in Organizations.

Johnson, J. & Connelly, S. (2015). *Moral disengagement and ethical decision-making: The facilitative effect of guilt.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Johnson, G., Thomas, J., Connelly, S., & Gooty, J. (2015). *Implicit and explicit anger regulation and customer service performance.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Vessey, W., Bell, S., Burke, S. Connelly, S., DeChurch, L., Mesmer-Magnus, J., Fiore, S., Smith-Jentsch, K. (2015). *Emerging issues in the study of spaceflight teams.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Bagdasarov, Z., Johnson, J., MacDougall, A., Steele, L., Connelly, S., Mumford, M. (2015). *Mental models and ethical decision-making: The role of sensemaking*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Mecca, J., Medeiros, K., Giorgini, V., Gibson, P., Mumford, M.., Connelly, S. (2015). *Biases and compensatory strategies: The efficacy of a training intervention.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Ness, A. M., Johnson, G., Ault, M. K., Taylor, W. D., Griffith, J. A., Connelly, S., Dunbar, N. E., & Jensen, M. L. (2015, May). *Emotional appeals, credibility cues, and viewers' attitudes on*

ideological website persuasion. Poster presented at the 27th Annual Convention of the Association for Psychological Science, New York, NY.

Thiel, C., Griffith, J. A., Hardy, J., Peterson, D., & Connelly, S. (2015). *Let's look at this another way: Relationship conflict and interpersonal emotion management.* Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Gooty, J., Shumski Thomas, J., Connelly, S. (2015). *The leader-member exchange relationship: A cross-level examination of emotions.* Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Mumford, M., Steele, L., Watts, L., Johnson, J., Connelly, S., & Williams, L. (2015). *The effects of viable ethics instruction on international students.* Paper presented at the 4th World Conference on Research Integrity, Rio De Janeiro, Brazil.

McCormick, W. T., Allen, W. L., Connelly, S., Engler, J., et al. (2015). *Team-based learning for training in the responsible conduct of research supports ethical decision-making.* Paper presented at the 4th World Conference on Research Integrity, Rio De Janeiro, Brazil.

Johnson, G., Taylor, W. D., Ness, A. M., Ault, M. K., Dunbar, N. E., Jensen, M. L., & Connelly, S. (2014). *Credibility and interactivity: Persuasive components of ideological group websites.* Paper presented at the 9th International Conference on Persuasive Technology, Padova, Italy.

Taylor, W.D., Johnson, G., Ault, M. K., Ness, A. M., Connelly, S., Jensen, M. L., & Dunbar, N. E. (2014, May). *The impact of violent ideological websites on individual attitudes and beliefs.* Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.

Verderame, M. F., Allen, W. A., Connelly, S., Crites, J. et al. (2014). Testing a TBL curriculum for effective RCR eduation. Paper presented at the 8th International conference on ethics in biology, engineering, and medicine. Booklyn, NY.

Connelly, S., Dunbar, N., Jensen, M., Griffith, J., Taylor, W., Johnson, G., Hughes, M., & Mumford, M. D. (2013). *Social categorization, Moral Disengagement, and Credibility of Ideological Groups*. Paper presented at the Annual conference for the American Psychological Society, Washington, DC.

Jensen, M. L., Dunbar, N. E., Connelly, M. S., Taylor, W., Hughes, M., Adame, B., & Rozzell, B. (2013). *Social media on violent ideological group websites.* Paper presented to the Annual Conference of the Association for Information Systems Proceedings, Chicago, IL.

Dunbar, N., Connelly, S., Jensen, M., Adame, B., Rozzell, B., Griffith, J., & O'Hair, D. (under review – revise and resubmit). *A comparison of the persuasive tactics in the websites of violent, ideological, and non-ideological groups*. Paper presented at the Annual Conference of the International Communication Association, London, UK.

Theil, C., Connelly, S., & Griffith, J. (2013). *When bossy is better: Leader-facilitated emotion management and job stress*. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Johnson, G., Connelly, S., & Griffith, J. (2013). *Negative emotions in failure feedback: When feeling*

bad is good. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Peacock, J., & Connelly, S. (2013). *Influence of competitive climate and moral disengagement on ethical decision-making.* Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Klafehn, J., Connelly, S., & Cai, D. (2013). *Leadership influences on soldier development following negative cross-cultural experiences.* Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Cooper, O., Day, E., Connelly, S., Aresnault, M., Hardy, J., & Mracek, D. (2013). *Development of a construct-oriented situational judgment test of sensemaking skills*. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Peacock, J., Harkrider, L., Bagdasarov, Z., Connelly, S., Thiel, C. Johnson, J., MacDougall, A., Mumford, M. D., & Devenport, L. (2013). *Case-based ethics instruction: Alternative outcome scenarios and structured outcome evaluation.* Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Bagdasarov, Z., Johnson, J., Thiel, C., Harkrider, L. Connelly, S., & Mumford, M. D. (2013). *Contextual and individual factors in cases: Influences on ethical decision making*. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

MacDougall, A. E., Harkrider, L. N., Bagdasarov, Z., Johnsons, J. F., Mumford, M. D., Devenport, L. D., & Connelly, S. (2013). Case-based ethics instruction: Alternative outcome scenarios and structured outcome evaluation. Paper presented at the 3rd World Conference on Research Integrity, Montreal, Canada.

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

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

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

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

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

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

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

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

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

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

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

Griffith, J., & Connelly, S. (2010, April). Leader Deception Influences on Leader-Member Exchange and Subordinate Organizational Commitment. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Thiel, C. & Connelly*, S. (2010, April). *Emotion regulation and planning: Can leaders help followers regulate emotions and formulate better plans?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA. (*Symposium Chair).

Beehler, C., Antes, A., Mumford, M. D., Devenport, L., Connelly, M. S., & Brown, R. (2009, May). *Considering causes in forecasting for ethical decision-making*. Paper presented at the ORI Conference on Research Integrity. Niagara Fall, NY.

Caughron, J. J., Antes, A., Mumford, M. D., Devenport, L., Connelly, M. S., & Brown, R. (2009, May). *Process of sensemaking in ethical decision-making*. Paper presented at the ORI conference on research integrity. Niagara Falls, NY.

Kligyte, V., Thiel, C., Connelly, M. S., Mumford, M. D., Brown, R., Devenport, L., & Antes, A. (2009, May). Considering the role of negative emotion in ethical decision-making. Paper presented at the ORI conference on research integrity. Niagara Falls, NY.

Martin, L., Antes, A., Devenport, L., Mumford, M. D., Connelly, M. S., & Brown, R. (2009, May). *Mirror on the wall: The role of self-reflection in ethical decision-making*. Paper presented at the ORI conference on research integrity. Niagara Falls, NY.

Wang, X., Tamborski, M., Brown, R., Mumford, M. D., Antes, A., Connelly, M. S., & Devenport, L.

(2009, May). *The impact of framing on ethical decision-making.* Paper presented at the ORI conference on research integrity. Niagara Falls, NY.

Hill, J., Thiel, C., & Connelly, S. (2009, April). *Organizational Impact of Sanctioned vs. Non-Sanctioned Political Tactics*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kligyte, V., Connelly, S., Thiel, C. E., Devenport, L. D., Brown, R. P., & Mumford, M. D. (2009, April). *Influence of Emotions and Emotion Regulation Strategies on Ethical Decision-Making.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Angie, A., Waples, E. P., Kligyte, V., & Connelly, S. (2009, April). *Influence of Emotions on Judgment and Decision Making: A Meta-Analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ruark, G. A., Davis, J., & Connelly, S. (2008, April). *Effects of communication medium and leader emotions on subordinate performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Allen, M. T., & Connelly, S. (2008, April). *Using Cases as a Proxy for Experience in Leadership Development*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Kligyte, V., Connelly, S., & Hill, J. (2008, April). *Influence of Leader Affective Displays on Subordinates' Integrity*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Antes, A. L., Wang, X., Beeler, C., Mumford, M. D., Connelly, S., Devenport, L. D., & Brown, R. P. (2008, April). *Could RCR Training Have Risks?* Paper presented at the First Biennial Conference on Responsible Conduct of Research Education, Instruction and Training (RCR-EIT), St. Louis, MO.

Caughron, J. J., Antes, A. L., Waples, E. P. Thiel, C., Mumford, M. D., Connelly, S. (2008, April). *A Meta-Analysis of Ethics Training Effectiveness.* Paper presented at the First Biennial Conference on RCR Education, Instruction and Training (RCR-EIT), St. Louis, MO.

Martin, L. E., Antes, A. L., Wang, X., Mumford, M. D., Brown, R. P., Connelly, S., Devenport, L. D. (2008, April). *Implementation of a University-Wide RCR Training Program: Triumphs, Trials, and Lessons Learned.* Paper presented at the First Biennial Conference on Responsible Conduct of Research Education, Instruction and Training (RCR-EIT), St. Louis, MO.

Yammarino, F. J., Mumford, M. D., Dionne, S. D., & Connelly, M. S. (2007, April). *Leadership and team dynamics for dangerous contexts*. Paper presented at the Global Leadership Conference, West Point, NY.

Kligyte, V., Allen, M. T., Waples, E. P., Ruark, G. A., Connelly, M. S., & Mumford, M. D. (2007, April). *Theoretical verbal analysis credibility assessment after wrongdoing.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Antes, A. L., Murphy, S. T., Hill, J. H., Waples, E. P., Connelly, M. S., Brown, R. P., Mumford, M. D.,

& Devenport, L. D. (2007, April). *Assessing Personality Characteristics Influencing Professional Integrity via a Biodata Measure.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Murphy, S. T., Mumford, M. D., Waples, E. P., Hill, J. H., Antes, A. L., Connelly, S., Devenport, L. D., & Brown, R. P. (June, 2007). *The Development and Validation of a Low-Fidelity Simulation for Ethical Decision-Making.* Paper presented at the 31st Annual IPMAAC Conference on Personnel Assessment, St. Louis, MO.

Antes, A. L., Mumford, M. D., Murphy, S. T., Hill, J. H., Waples, E. P., Connelly, M. S., Brown, R. P., Devenport, L. D. (2007, August). Examining the influence of personality on ethical decision-making. In M. B. Hargis & C. J. Resick (Chairs). *Current Research on Ethical Perceptions: Person, Context, and Interactive Perspectives.* Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.

Angie, A.D., Davis, J.D., Allen, M.T., Waples, E.P., & Connelly, M.S. (2007, April). *The influence of individual differences on theoretical verbal analysis (TVA) criteria.* Society for Industrial and Organizational Psychology. New York City, NY.

Davis, J., Angie, A., Connelly, M. S., Hill, J., & Rurark, G. (2007, April). *Initial Validation of an Indirect Approach for Measuring Emotions.* Poster presented at the 22nd Annual Society for Industrial Organizational Psychology Conference. New York, NY.

Antes, A. L., Waples, E., Murphy, S. T., Mumford, M. D., Connelly, M. S., Brown, R. P., & Devenport, L. D. (2006, December). *Ethical decision-making in research: Exploring the influence of personality.* Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.

Hill, J. H., Waples, E., Murphy, S. T., Mumford, M. D., Connelly, M. S., Brown, R. P., & Devenport, L. D. (2006, December). *Responsible conduct of research training: A solution for teaching research ethics in the 21st century.* Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.

Murphy, S. T., Antes, A. L., Mumford, M. D., Devenport, L. D., Connelly, M. S., & Brown, R. P. (2006, December). *The development of ethical decision-making: Early environmental predictors of research integrity.* Paper presented at the annual 2006 Office of Research Integrity Research conference, Tampa, FL.

Waples, E., Murphy, S. T., Mumford, M. D., Devenport, L. D., Connelly, M. S., & Brown, R. P. (2006, December). *Validation of ethical decision-making measures: Internal and external validity.* Paper presented at the annual Office of Research Integrity Research conference, Tampa, FL.

Connelly, S. (2006, July). *Verbal analysis and credibility assessment.* Invited address presented at the annual training and development workshop for the American Polygraph Association, Las Vegas, NV.

Mumford, M. D., Connelly, S., Murphy, S., Devenport, L., Brown, R., Hill, J. H., & Carmichael, J. (2006, August). *Misconduct in scientific research: The influence of career events and perceptions of ethical climate.* Paper presented at the meetings of the Academy of Management, Atlanta, GA.

Connelly, S., Ruark, G., Allen, M., Waples, E., Leritz, L. & Mumford, M. D. (2006, April). *Verbal*

analysis and assessing interview credibility. Symposium paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Kligyte, V., & Connelly, S. (2006, April). *Influence of Affect on Planning Processes in Organizations*. Paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Allen, M., Kligyte, V., Waples, E., Ruark, G., & Connelly, S. (2006, April). *Credibility Assessment in Work Situations Using Theoretical Verbal Analysis (TVA) Criteria*. Paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Benavidez, J. Connelly, S., Manley, G., & Mobbs, T. (2006, April). *Expanding the predictor and criterion space to reduce adverse impact in a public sector environment*. Paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX. (Top poster award)

Connelly, S., Gaddis, B., & Mumford, M.D. (August, 2005) *Failure feedback as an affective event: The impact of leader affect, goal orientation, and feedback focus.* Meetings of the Academy of Management, Honolulu, HI.

Connelly, S., Allen, M., Kligyte, V., Ruark, G., Waples, E., & Mumford, M. D. (2005, April). *Examining a Process Model of Verbal Deception using a Think Aloud Protocol*. Symposium paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA. (Symposium Chair)

Waples, E., Kligyte, V., Ruark, G., Allen, M., Connelly, S., & Mumford, M. D. (2005, April). *Verbal Analysis and Credibility Assessment: Transcribed versus Videotaped Statements.* Symposium paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA. (Symposium Chair)

Connelly, S., Ruark, G., & Waples, E. (2005, April) *Leader emotions influence followers' evaluations of leader EQ and transformational leadership.* Interactive poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Allen, M. T., & Connelly, S. (2005, April). *Case features and individual attributes in case-based reasoning.* Interactive poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Allen, M. T., Waples, E. P., & Connelly, S. (2005, April). *A case-based approach to developing leadership.* Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Waples, E., & Connelly, S. (2005). *The effects of emotion on followers during vision implementation*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Connelly, S., Ruark, G., & Waples, E. (2004). *How leader emotions influence followers' evaluations of leader emotional intelligence and transformational leadership*. Paper presented at the Southern Academy of Management conference in San Antonio, TX.

Scott, G., Espejo, J., Sohl, L., Hunter, S. T., Bedell, K., Connelly, S., and Mumford, M. D. (2004,

November). *Historical misconduct cases: Content coding the bad guys*. Paper presented at the 2004 ORI Research Conference on Research Integrity. San Diego, CA.

Ruark, G. A., Waples, E. P., Allen, M. T., Leritz, L. E., Allison, L. K., Connelly, M. S., & Mumford, M. D. (2004). *Using verbal analysis to discriminate truthful from deceptive interview responses*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.

Leritz, L. E., Allen, M. T., Ruark, G. A., Waples, E. P., Connelly, M. S., & Mumford, M. D. (2004). *Assessing truth and deception types in verbal statements*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.

Waples, E. P., Leritz, L. E., Ruark, G. A., Allen, M. T., Connelly, M. S., & Mumford, M. D. (2004). *Deception in employment interviews: A verbal analytic system's comparison*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Chicago, IL.

Connelly, S., Fauth, W., & Mumford, M. D. (2003). *A managerial in-basket study of the impact of trait emotions on ethical decision-making*. Paper presented at the Meetings of the Academy of Management, Seattle, WA.

Connelly, S. (2003). *The role of emotions in transformational and charismatic leadership.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ruark, G. A., & Connelly, S. (2003). *An investigation of leader emotion on follower perceptions and performance*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Gaddis, B., Connelly, S. & Mumford, M. (2003). *Reactions to negative feedback: The influences of leader affect on subordinate perceptions and group performance.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Gaddis, B., Connelly, S., Mumford, M. (2002). *Development of a measure of climate in scientific organizations*. Paper presented at the Research Conference on Research Integrity, Potomac, MD.

Gaddis, B., Devenport, L., Connelly, S., Brown, R., Mumford, M., and Scott, G. (2002). *A taxonomic approach to understanding scientific misconduct.* Paper presented at the Research Conference on Research Integrity, Potomac, MD.

Helton-Fauth, W., Scott, G., Gaddis, B., Shaffer, A., Mumford, M., Devenport, L., Connelly, S., & Brown, R. (2002). *Development of two measures of scientific Integrity.* Paper presented at the Research Conference on Research Integrity, Potomac, MD.

Helton-Fauth, W., Scott, G., Gaddis, B., Shaffer, A., Connelly, S., & Mumford, M. (2002). *Development of a measure of biodata for the scientific community*. Paper presented at the Research Conference on Research Integrity, Potomac, MD.

Vincent, A., Connelly, M. S., Decker, B., Mumford, M., & Mendoza, J. (2001). *Using biodata to assess adaptability in a leader sample*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Connelly, M. S., Fung, H., Decker, B. & Helton, W. (2000). *The path leading to leading at executive levels: Influences of career experiences, temperament, and maturity factors.* Symposium paper presented at the meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Reiter-Palmon, R. & Connelly, M. S. (1998). *Item development counts: A comparison of empirical key and rational scale validities in theory-based and non-theory-based item pools.* Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Connelly, M. S. (1997). *The Wise Leader.* Presentation for roundtable discussion at the meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Mumford, M. D., Connelly, M. S., & Johnson, J. F. (1996). *Emerging leaders: Person types and developmental trends*. Symposium paper presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Mumford, M. D. & Connelly, M. S. (1995). *Wisdom, perspective taking, and problem solving: A study of Army leaders*. Symposium paper presented at the meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Connelly, M. S., Marks, M. A., & Mumford, M. D. (1994). *The influence of wisdom on leader performance at different organizational levels*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

Connelly, M. S., Marks, M. A., & Mumford, M. D. (1993). *An integrated dimensional structure of wisdom*. Symposium paper presented at the meetings of the Eastern Psychological Association, Crystal City, VA.

Connelly, M. S., Zaccaro, S. J., Mumford, M. D. (1992). *Evidence for cross-situational leadership.* Paper presented at the meetings of the American Psychological Association, Washington, DC.

O'Connor, J. A., Gessner, T., Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Mumford, M. D. (1992). *Stages of belief development: An empirical investigation using background data*. Paper presented at the meetings of the American Psychological Association, Washington, DC.

Connelly, M. S., Clifton, T. C., & Mumford, M. D. (1991*). Contrasting theory based background data scaling procedures*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

O'Connor, J. A., Clifton, T. C., Connelly, M. S., Mumford, M. D., & Kilcullen, R. (1991). *Background data as a predictor of leader performance*. Paper presented at the meetings of the American Psychological Society, Washington, DC.

Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., O'Connor, J. A., & Mumford, M. D. (1991). *On the predictive validity of job analysis ratings*. Symposium paper presented at the meetings of the Association of Management, Atlantic City, NJ.

Uhlman, C. E., Reiter-Palmon, R., & Connelly, M. S. (1990*). A comparison and integration of empirical keying and rational scaling of biographical data items*. Paper presented at the meetings of the Southeastern Psychological Association, Atlanta, GA.

TECHNICAL REPORTS

Connelly, S., Mumford, M. D., Snyder, L., Turner, M. R., Johnston-Fisher, J., Elliott, S., Brunot, A., Torrence, B., & Vowels, C. L. (2019). *Assisting Army Squad Leaders in the Management of Negative Soldier Attitudes and Behavior: Initial Development of Planning and Assessment Tools.* Ft. Hood, TX: US Army Research Institute for the Behavioral Sciences.

Connelly, S., Mumford, M. D., Snyder, L., Torrence, B., Turner, M. R., Johnston-Fisher, J., Elliott, S., Brunot, A., & Vowels, C. L. (2019). *Developing planning and assessment tools for Army Squad Leaders to manage negative Soldier attitudes and behavior.* Ft. Hood, TX: US Army Research Institute for the Behavioral Sciences.

Elliot, S., Torrence, B.S., Turner, M.R., Johnston-Fisher, J., Connelly, M.S., Snyder, L., & Mumford, M.D. (2017, November). *Measuring and evaluating behavioral change in the Army.* Ft. Hood, TX: US Army Research Institute for the Behavioral Sciences.

Torrence, B.S., Johnston-Fisher, J., Turner, M.R., Elliot, S., Connelly, M.S., Snyder, L., & Mumford, M.D. (2017, November). *Summary report of negative behaviors.* Ft. Hood, TX: US Army Research Institute for the Behavioral Sciences.

Turner, M.R., Torrence, B.S., Johnston-Fisher, J., Elliot, S., Connelly, M.S., Snyder, L., & Mumford, M.D. (2017, November). *Summary report for facilitating attitude and behavior change: Implications for the US Army.* Ft. Hood, TX: US Army Research Institute for the Behavioral Sciences.

Connelly, S., Jensen, M., Dunbar, N., Taylor, W. D., Johns, G., Griffith, J., Ault, M., & Ness, A. (2013). The role of website design and content in communicating extreme ideologies. National Science Foundation (Award #: IIS-1116653), Arlington, VA.

Gibson, C., McIntosh, T., Connelly, S., Day, E., Yammarino, F. J., & Mumford, M. D. (2015, February). *Leadership/followership for long duration space missions.* Houston, TX: Johnson Space Center.

Mumford, M. D., Connelly, S., & Devenport, L. D. (2014). *Case-based research in ethics education.* National Science Foundation (Award #: DBI-0931539), Arlington, VA.

Mecca, J. T., Medeiros, K. E., Giorgini, V., Gibson. C., Mumford, M. D., & Connelly, S. (2014). *Final report: Bias and bias management in ethics education.* National Institutes of Health, Office of Research Integrity.

Zaccaro, S. J., Gilrane, V. L., Robbins, J. M., Bartholomew, L. N., Young., M., Kilcullen, R. N., Connelly, S., & Young, W. (2012). *Officer individual differences: Predicting long-term continuance and performance in the U. S. Army.* Technical Report 1324. United States Army Research Institute for the Behavioral and Social Sciences.

Connelly, S. & Cai, D. A. (July, 2012). *Leadership and command influences on soldier development following negative cross-cultural experiences.* White paper for the U.S. Army Research Institute.

Mauer, T. J., Cai, D. A., & Connelly, S. (July, 2012) *Development Following Negative Cross-Cultural Experiences: In-Situ Understanding.* White paper for the U.S. Army Research Institute.

Cai, D. A. & Connelly, S. (July 2012). *Development Following Negative Cross-Cultural Experiences: Intervention*. White paper for the U.S. Army Research Institute.

Mumford, M.D., Antes, A.L., Thiel, C.E., Connelly, M.S., Stenmark, C.K., Caughron, J.J., Bagdasarov, Z., Wang, X., Johnson, J.K., Devenport, L.D., & Brown, R.P. (2010, July). *Development of strategies for improving ethical decision-making in the sciences.* Bethesda, MD: National Institutes of Health.

Shipman, A., Friedrich, T., Vessey, B., Connelly, S., Day, E., Douglass, A., Schroeder, J., & Ruark, G. (2009). *Training leaders to manage emotions in an interpersonal context*. Technical report, U.S. Army Research Institute for the Behavioral Sciences. (Contract No. W91WAW-08-P-0438) Norman, OK: University of Oklahoma, Department of Psychology.

Mumford, M. D., Murphy, S. T., Antes, A. L., Waples, E. P., Hill, J. H., Connelly, S., Devenport, L. D., & Brown, R. P. (2007). *Ethical Decision-Making in Scientific Research: Measurement, Influences, and Training Effectiveness*. (Technical Report, NIH Grant No. 5R01NS049535-02). Norman, OK: University of Oklahoma.

Connelly, S., Allen, M., Ruark, G., Angie, A., Blaire, C., Mumford, M., & O'Hair, D. (2006). *Internet communications project: Content analysis and preliminary findings*. Technical report for Blackbird Technologies. Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Allen, M., Ruark, G., Kligyte, V., Waples, E., Leritz, L. E., & Mumford, M. D. (2005, December). *Exploring content coding procedures for assessing truth and deception in verbal statements.* Final Technical Report (year 3) for the U. S. Department of the Army, Defense Contract Command (DoD Polygraph Institute) (grant No. DASW01-02-0017). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Allen, M., Kligyte, V., Waples, E., Ruark, G., & Mumford, M. D. (2004, September). *Exploring content coding procedures for assessing truth and deception in verbal statements.* Final Technical Report (year 2) for the U. S. Department of the Army, Defense Contract Command (DoD Polygraph Institute) (grant No. DASW01-02-0017). Norman, OK: University of Oklahoma, Department of Psychology.

Gaddis, B., Dailey, L. R., Connelly, M. S., & Mumford, M. D., (2003). *An on-line tool for developing behaviorally-based employment interviews*. Technical report for SkillsNET Corporation. Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Mumford, M. D., Waples, E., Allen, M., Leritz, L. E., Ruark, G. (2003, August). *Exploring content coding procedures for assessing truth and deception in verbal statements.* Final Technical Report (year 1) for the U. S. Department of the Army, Defense Contract Command (DoD Polygraph Institute) (grant No. DASW01-02-0017). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Mumford, M. D., Leritz, L. E., Ruark, G., Waples, E., & Allen, M. (2003, June). *Exploring content coding procedures for assessing truth and deception in verbal statements.* Interim Technical Report 2 for the U. S. Department of the Army, Defense Contract Command (DoD Polygraph Institute) (grant No. DASW01-02-0017). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Mumford, M. D., Leritz, L. E., Ruark, G., Allen, M., & Waples, E. (2002, December). *Exploring content coding procedures for assessing truth and deception in verbal statements.* Interim Technical report 1 for the U. S. Department of the Army, Defense Contract Command (DoD Polygraph Institute) (grant No. DASW01-02-0017). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, S., Gaddis, B., & Dailey, L. (2002). *A tool for assessing employability.* Instrument and scoring procedures developed for SkillsNET Corporation. Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, S., Gaddis, B., & Dailey, L. (2002). *A process for constructing structured interviews to target recruitment practices.* Technical report for SkillsNET Corporation. Norman, OK: University of Oklahoma, Department of Psychology.

Mumford, M. D., Connelly, M. S., Devenport, L., Helton, W. B., Gaddis, B. H., Scott, G. M., Shaffer, A., & Brown, R. P. (2002). *Organizational influences on research integrity.* Technical report for National Institutes of Health. Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Helton, W. B., Schultz, R., Van Doorn, J. R., Benavidez, J., Thompson, H., & Mumford, M. D. (2000). *Assessment tool report: Review of existing tools and development of new tools (vols. 1& 2).* Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Helton, W. B., Benavidez, J. E., & Connelly, M. S. (2000). *Emotion and emotional processes: A review and some new theoretical considerations.* Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Van Doorn, J. R., Mumford, M. D., & Connelly, M. S. (2000). *Values: A review and some new theoretical considerations*. Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Osburn, H., Connelly, M. S., & Mumford, M. D. (2000). *Beliefs and their measurement: A review and new theoretical proposals.* Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Mobbs, T. A., & Connelly, M. S. (2000). *Self-concept: A look back and a step forward.* Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., & Mumford, M. D., (1999). *Technical Report 1: Model Appraisal and Extension.* Technical Report for the Department of Defense (contract No. 1999*I033800*000). Norman, OK: University of Oklahoma, Department of Psychology.

Connelly, M. S., Calderon, R., & Mumford, M. D., (1999). *Final Report.* Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Connelly, M. S., Calderon, R., Mumford, M., and Button, S. (1999). *Measure Development Report 3*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Calderon, R., Connelly, M. S., Button, S., and Mumford, M. (1999). *Measure Development Report 2*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Button, S., Searcy, C., McGonigle, T., Connelly, S., Calderon, R., Christie, L. & Mumford, M. (1998) *Measure Development Report 1*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Connelly, S., Mumford, M. D. & Kirkpatrick, S. (1998). *Behavioral Activities Staff Strategic Plan*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Connelly, S., Searcy, C., McGonigle, T., & Mumford, M. (1998). *Measure development and revision report*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Mumford, M. D., Connelly, S., Calderon, R., Russell, D., McGonigle, T. (1998). *Measurement strategy report*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Baseshore, K., Connelly, S., & Mumford, M. D. (1998). *Technical report 4: Affect and performance*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Mumford, M. D., Kirkpatrick, S., Green, A., Russell, D., & Connelly, S. (1998). *Customer service plan*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Mumford, M. D., Kirkpatrick, S., Connelly, S., McGonigle, T. (1998). *Technical report 1: The constructive destruction of leadership*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Mumford, M. D., Russell, D., Calderon, R., Kirkpatrick, S., Connelly, S., & Green, A. (1998). *Existing instruments and measurement strategies used by BAS*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Mumford, M. D., Kirkpatrick, S., Connelly, S., Calderon, R., Russell, D. & Green, A. (1997). *Model Development Report*. Technical Report for the Department of Defense (contract No. 98*I*177800*000). Washington, DC: American Institutes for Research.

Connelly, S. & Hendrickson, C. (1997). Review of employee evaluation reports and construction of intermediate work activities. In. M. J. Bosshardt & J.W. Johnson (Eds.) *Job Analysis of the Department of State's Foreign Service Generalist Officer Corps: Task 1 Report: Background Information*. (Tech. Rep. for U.S. Department of State contract no. S-OPRAQ-97-C-0045). Washington, DC: American Institutes for Research.

Norris, D. G. & Connelly, S. (1997). Decision maker interviews. In. M. J. Bosshardt & J. W. Johnson (Eds.) *Job Analysis of the Department of State's Foreign Service Generalist Officer Corps: Task 1 Report: Background Information*. (Tech. Rep. for U.S. Department of State contract no. S-OPRAQ-97-C-0045). Washington, DC: American Institutes for Research.

Connelly, M. S., & Porter, P. (1996). *Job Analysis Software Training Manual*. (Tech. Rep for Department of Defense Agency). Washington, DC: American Institutes for Research.

Zaccaro, S. J., Mumford, M. D., Marks, M. P., Connelly, M. S., Threlfall, K. V., Gilbert, J. A., & Fleishman, E. A., (1996, June). *Cognitive and temperament determinants of Army leadership*. Alexandria, VA: US Army Research Institute for the Behavioral Sciences.

Connelly, M. S., Baker, K. Q., Kolmstetter, E. B. (1995). *Validation and implementation of the Latent Fingerprint Specialist selection/promotion system*. (Tech. Rep. Personnel Assessment Group, Federal Bureau of Investigation). Washington, DC: Federal Bureau of Investigation.

Mumford, M. D., O'Connor, J. A., Clifton, T. C., Gessner, T. E., Flemming, J., & Connelly, M. S. (1993, January). *Background data measures for predicting security risks: Extensions of measures and validation evidence* (Tech. Rep. 93-1 for U.S. Office of Naval Research, Personnel Security Research Group, Monterey, CA). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Clifton, T. C., Gilbert, J., & Mumford, M. D. (1992, May). *Describing regional manager position requirements: The job analysis for C&I and CP Divisions* (Tech. Rep. CBCS 92-6 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Clifton, T. C., Connelly, M. S., Gilbert, J., Reiter-Palmon, R., & Mumford, M. D. (1992, September). *Describing regional manager position requirements: The job analysis for electrical distribution and control* (Tech. Rep. CBCS 92-7 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Reiter-Palmon, R., Connelly, M. S., Clifton, T. C., & Mumford, M. D. (1992, February). *Performance appraisal recommendations for the position of lighting sales representative* (Tech. Rep. 92-2 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Clifton, T. C., Gilbert, J., Reiter-Palmon, R., & Mumford, M. D. (1992, April). *Summary of organizational issues for the position of regional management - General Electric electrical distributor and contractor division* (Tech. Rep. CBCS 92-5 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Gilbert, J., Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., & Mumford, M. D. (1992, April). *Describing requirements for the position of regional manager for ED&C Division: Summary of subject matter expert meetings* (Tech. Rep. CBCS 92-4 for General Electric Corp). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Mumford, M. D., Gessner, T. E., O'Connor, J. A., Connelly, M. S., & Clifton, T. C. (1992, January). *Background data measures for predicting security risks: A construct approach* (Tech. Rep. CBCS 92-1 for the U.S. Office of Naval Research, Personnel Security Research Group, Monterey, CA).Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Clifton, T. C., Connelly, M. S., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991, September). *Development of selection methods for General Electric's Lighting Division sales representatives*

*(*Tech. Rep. CBCS 91-9 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991, September). *Interview booklet* (Tech. Rep. CBCS 91-8 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Clifton, T. C., Reiter-Palmon, R., Gilbert, J., & Mumford, M. D. (1991, September). *Instructional manual for sales representative structured interviews* (Tech. Rep. CBCS 91-7 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Reiter-Palmon, R., Clifton, T. C., & Mumford, M. D. (1991, July). *Exploring the C&I Division regional manager position: Summary of subject matter expert meetings* (Tech. Rep. CBCS 91-6 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Clifton, T. C., Connelly, M. S., Reiter-Palmon, R., & Mumford, M. D. (1991, July). *Exploring the C Division regional manager position: Summary of subject matter expert meetings* (Tech. Rep. CBCS 91-5 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Clifton, T. C., Reiter-Palmon, R., Connelly, M. S., & Mumford, M. D. (1991, April). *Summary of the task analysis process* (TAP) (Tech. Rep. CBCS 91-4 for General Electric Corp.). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Reiter-Palmon, R., Clifton, T. C., Connelly, M. S., Uhlman, C. E., & Mumford, M. D. (1991, January). *Describing sales position requirements: The job analysis* (Tech. Rep. CBCS 91 for General Electric Corporation). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Reiter-Palmon, R., Connelly, M. S., Clifton, T, C., Uhlman, C. E., & Mumford, M. D. (1990, September). *Training evaluations and recommendations for sales representatives* (Tech. Rep. CBCS 90-7 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Connelly, M. S., Clifton, T., Reiter-Palmon, R., Uhlman, C. E., & Mumford, M. D. (1990, May). *Describing sales position requirements: Southern Electric SME meeting report* (Tech. Rep. CBCS 90-5 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Reiter-Palmon, R., Uhlman, C. E., Clifton, T., Connelly, M. S., DeFilippo, B., & Mumford, M. D. (1990,May). *Describing sales position requirements: GE Lighting Division, SME meeting report* (Tech. Rep. CBCS 90-3 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Uhlman, C. E., Reiter-Palmon, R., Clifton, T., Connelly, M. S., & Mumford, M. D. (1990, May). *Criterion data report: GE Lighting Division* (Tech. Rep. CBCS 90-4 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

Uhlman, C. E., Reiter-Palmon, R., Clifton, T., Connelly, M. S., & Mumford, M. D. (1990, May). *Summary on organizational issues for the position of commercial and industrial sales representatives: GE Lighting Division* (Tech. Rep. CBCS 90-6 for General Electric Lighting Division). Fairfax, VA: George Mason University, Center for Behavioral & Cognitive Studies.

DEPARTMENT, COLLEGE, & UNIVERSITY SERVICE

Chair of Graduate Admissions Committee – Department of Psychology	2004-present
Assistant Director, Professional Ethics/Responsible Conduct of Research training program	2006-2020
Lunch Bunch speaker (annually) – Department of Psychology	1999-present
Search Committee member (8) – Department of Psychology	2003-present
I/O professional seminar speaker (annually) – Department of Psychology	2001-present
Associate Director, Center for Applied Social Research	2005-present
Executive Committee, Center for Applied Social Research	2008-present
Promotion and Tenure Committee – College of Arts and Sciences	2015-2017
Graduate Council Member – Graduate College	2016-2019
Search Committee, Risk Hire – Department of Psychology	2017-2018
Awards committee – Department of Psychology	2018-2020
Fundraising committee – Department of Psychology	2018-present
Mentoring Task Force – Graduate College	2017-2019
Search Committees, Quantitative hires – Department of Psychology	2019
Three-minute-thesis competition judge	2019
Strategic Planning Working Group Meeting (VPRP's office)	2020-present
Strategic plan for future Institute for Societal and Community Transformation	
Co-Team leader – Big Idea Challenge – Understanding and countering vaccine misinformation (semi-finalist in VPRP BIC competition)	2020-present

FUNDED RESEARCH – GRANTS AND CONTRACTS

Topic	Job Analysis of Foreign Service Officer Positions
Sponsor	Department of State
Amount	$1,000,000
Role	Co-project director (1997)

Topic	Program Evaluation and Assessment System Modeling
Sponsor	CIA
Amount	$575,000
Role	Project Director (1997)

Topic	Assessment System Development and Validation
Sponsor	CIA
Amount	$720,000
Role	Co-principal investigator (1998)

Topic	Extension and Validation of Assessment Models and Psychometric Measures
Sponsor	CIA
Amount	$280,000
Role	Co-principal investigator (1999)

Topic	Organizational Influences on Scientific Integrity
Sponsor	National Institutes for Health – Office of Research Integrity
Amount	$205,000
Role	Senior Investigator (2001)

Topic	Exploring content coding procedures for assessing truth and deception in verbal statements
Sponsor	Department of Defense Polygraph Institute
Amount	$ 407,500
Role	Principal Investigator (June 2002-June 2005)

Topic	Employability Assessment and the Development of Structured Interviews
Sponsor	SkillsNET Corporation
Amount	$75,000
Role	Principal Investigator (2002)

Topic	Workforce Analysis
Sponsor	SkillsNET Corporation
Amount	$75,000
Role	Senior Investigator (2003)

Topic	Navy Job Analysis
Sponsor	SkillsNET Corporation
Amount	$500,000
Role	Senior Investigator (2003-2004)

Topic	Scientific Occupations and research integrity
Sponsor	CIA
Amount	$460,000
Role	Co-principal Investigator (2003-2005)

Topic	Environmental influences on research integrity
Sponsor	NIH
Amount	$110,000
Role	Senior Investigator (2001)

Topic	Environmental and educational influences on scientists' research integrity
Sponsor	NIH
Amount	$500,000
Role	Senior Investigator (2004-2006)

Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	$500,000 over 2.5 years
Role	Principal Investigator (June 15, 2005-March 8, 2008)

Topic	Identifying risk factors for unethical scientists and ideological group membership
Sponsor	Central Intelligence Agency
Amount	$290,000 (2005-2006)
Role	Co-Principal Investigator

Topic	Identifying risk factors for unethical scientists and ideological group membership
Sponsor	Central Intelligence Agency
Amount	$700,000
Role	Co-Principal Investigator (2006-2007)

Topic	Development and Evaluation of a Work Practices Approach for Ethics Education in Science and Engineering
Sponsor	National Science Foundation
Amount	$210,000
Role	Assisted with proposal writing (2005-2007)

Topic	Development of Strategies for Improving Ethical Decision-making in the Sciences
Sponsor	NIH
Amount	$458,900 (over three years)
Role	Senior investigator (2007-2009)

Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	$463,000
Role	Principal Investigator (2008-2009)

Topic	Developing a Model of Emotion Management for Leader Training
Sponsor	U.S. Army Research Institute
Amount	$100,000 ($50K as subcontractor)
Role	Principal Investigator (STTR effort – subcontractor to OnTar Corporation)

Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	$424,000
Role	Principal Investigator (2009-2010)

Topic	Case-based Reasoning and Ethics Instruction
Sponsor	National Science Foundation
Amount	$500,000 (over three years)
Role	Senior investigator (2010-2013)

Topic	Internet Communications
Sponsor	Blackbird Technologies
Amount	$424,000
Role	Principal Investigator (2010-2011)

Topic	Bias and Bias Management in Ethics Education
Sponsor	National Institutes of Health
Amount	$400,000 (over three years)
Role	Senior investigator (2011-2014)

Topic	Website content and ideological communication
Sponsor	National Science Foundation
Amount	$500,000 (over three years)
Role	Principal Investigator (2011-2014)

Topic	Evaluating a team-based learning approach to RCR Instruction
Sponsor	NIH – Subcontract to University of Florida
Amount	$50,281
Role	Principal Investigator (2013-2015)

Topic	Identifying factors influencing effective leadership and followership for long-duration exploration space missions
Sponsor	NASA
Amount	$56,056 (2013-2014)
Role	Senior Investigator

Topic	A meta-analytic approach for evaluating RCR training
Sponsor	NIH
Amount	$300,000 (2014-2016)
Role	Co-PI

Topic	Assessing and Monitoring Soldier Attitudes and Interactions: A Planning Skills Approach for Small Unit Army Leaders
Sponsor	U.S. Army Research Institute
Amount	$75,000
Role	Principal Investigator (August, 2017-December, 2017)

Topic	Assessing and Monitoring Soldier Attitudes and Interactions: A Planning Skills Approach for Small Unit Army Leaders
Sponsor	U.S. Army Research Institute
Amount	$375,878
Role	Principal Investigator (December, 2017-June 2019)

Topic	Collective leadership and collective planning
Sponsor	U.S. Army Research Institute
Amount	$243,898
Role	Co-PI (September, 2017-September 2019)

Topic	Technology Use to Facilitate Social Distancing and Coping with the Disruption of COVID-19
Sponsor	National Science Foundation
Amount	$199,859
Role	Principal Investigator (May, 2020- May, 2021)

Topic	Ideological Influence and Radicalization in Online Microblog Platforms

Sponsor	Department of Homeland Security
Amount	$200,078
Role	Co-PI (June, 2020-June, 2021)

Topic	Understanding, Predicting and Countering Vaccine Misinformation and Disinformation
Sponsor	University of Oklahoma Office of the Vice President for Research and Partnerships
Amount	Semi-finalist; Not funded
Role	Co-Principal Investigator

ADVISING

Doctoral Students – Major Advisor

Gregory Ruark (2006)	Thesis: Emotion and leadership: An investigation of leader emotion on follower perceptions and performance Dissertation: Effects of leader emotions on subordinate perceptions and performance: The role of emotion type, prior interaction, and communication medium
Juan Benavidez Co-chair with Robert Terry(2004)	Dissertation: Expanding the predictor and criterion space to reduce adverse impact in a public sector environment
Blaine Gaddis (2003)	Thesis: The impact of leader affect, performance expectations, and feedback in small groups
Matthew Allen (2008)	Thesis: Case-based training of strategic planning skills: The role of case features and individual differences Dissertation: Skill acquisition in the complex, ill-defined domain of leadership: The role of discussion, guidance, and case frequency in case methods of instruction
Ethan Waples (2008)	Thesis: Emotions conveyed in leader visions and their impact on follower perceptions, performance, congruence, and trust Dissertation: Discrete emotional experiences: Their impact on leader attitudes and performance
Vykinta Kligyte (2008)	Dissertation: The influence of emotions and emotion regulation strategies on ethical decision-making
Jason Hill (2007)	Thesis: The impact of leader sanctioned and unsanctioned political tactics on subordinate affect, justice perceptions, and performance
Amanda Angie (2008)	Dissertation: The influence of discrete emotions on judgment and decision making: A meta-analytic review
Josh Davis (2009)	Dissertation: A measure of emotion regulation preference: Initial validation evidence
Chase Thiel (2012)	Thesis: Leadership and emotion for complex tasks: Different emotions, different strategies Dissertation: Leader empathy, emotion regulation, and follower outcomes.
Jennifer Griffith (2013)	Thesis: Comparing distraction and cognitive reappraisal emotion regulation strategies in dealing with task and social-based conflict in groups. Dissertation: Emotional displays and influence tactics in charismatic, ideological, and pragmatic leaders

Juandre Peacock (2013)	Thesis: Competitive climate and ethical decision making
Zhanna Bagdasarov (2014)	Dissertation: Leader affective displays and recovering from breaches of organizational trust.
James Johnson (2014)	Thesis: Joint influences of moral emotions and moral disengagement on ethical decision making Dissertation: Leader moral disengagement and political tactics and how these influence follower ethical behavior.
Genevieve Johnson (2015)	Thesis: The impact of leader displays of disappointment vs. anger: the moderating roles of power distance Dissertation: Effects of guilt and shame on ethical sensemaking and ethical decisions.
Rahul Chauhan (2016)	Dissertation: Social media and ethics: The role of context and personality
Alisha Ness (2018)	Thesis: The role of importance and controllability of causes and constraints in ethical decision-making Dissertation: Emotions and Cognitive Biases: How confirmation bias mediates the relationship between emotions and ethical sensemaking
Brett Torrence (2019)	Thesis: Adaptive and maladaptive emotion regulation for leadership Dissertation: Mixed leader emotions and situational uncertainty: A good match for followers?
Megan Turner (2020)	Thesis: Conflict, Justice, and Downsizing threat: Influences on Organizational Citizenship Behavior withdrawal Dissertation: Helping in the eyes of the beholder: The impact of OCB type and fluctuation in OCB on coworker perceptions and evaluations of helpful employees.
Chanda Sanders (2020)	Dissertation: Communication, Constraints, and Moral Intensity: A Study in Decision-Making Processes and Ethical Outcomes.
Keith Strasbaugh (2019)	Thesis: Anger and anxiety influences on idea generation and idea evaluation.
Marina Mery (2020)	Thesis: Social media and ethical decision-making: The roles of polarization and empathy
Divya Patel	Thesis: Charismatic leadership and the influence of negative emotions, values, and organizational culture on follower perceptions and performance.
Alex Brunot	First year project/Study: Charimatic leadership and the influence of negative emotions, channeling behavior and goal discrepancy on follower perceptions and performance.
Ares Boira-Lopez	First year project: Collective leadership in CIP leaders

Undergraduate Honors Theses and McNair Projects

Desi Vasquez	Individual variables that affect the efficacy of case-based training
Nathan Todd	The development of a wisdom background data instrument based on the biblical book of proverbs
Jennifer Seigler	Potential confounds in truth and deception assessment in verbal statements
Letha Allen	Wisdom and political leadership.
Meitra Doty	Ideological leaders and emotional expression
Jeremiah Brown	Affective reactions to leaders use of sanctioned and unsanctioned political tactics
Leslie Allison	The effects of case features on learning and applying leadership skills
Candace Nelson	Emotional intelligence and its' relationship to leadership, job satisfaction, and performance
Alison O'Dell	Moral sensitivity and ethical decision-making of leaders
Chelsee Aguirre	Effects of gender differences and emotion in leadership
Akriti Jalla	Ethical issues in the medical profession: Differences across medical school, residency, and practice career phases.