

Matthew P. Crayne, Ph. D.

Department of Management
Massry School of Business – University at Albany

EDUCATION

- 2016 **Ph.D. Industrial-Organizational Psychology.** Pennsylvania State University
- 2014 **M.S. Industrial-Organizational Psychology.** Pennsylvania State University
- 2012 **B.A. Psychology.** The University of Connecticut

FACULTY POSITIONS

- 2025 – Present **Chair of Department,** Department of Management, University at Albany
Massry School of Business, State University of New York
- 2024 - Present **Associate Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York
- 2018 – 2024 **Assistant Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York

OTHER PROFESSIONAL APPOINTMENTS

- 2018 - Present **Affiliated Faculty,** Industrial-Organizational Psychology Program,
Department of Psychology, University at Albany.

HONORS AND AWARDS

- 2025 Chancellor’s Horizon Award for Faculty Research and Scholarship, SUNY
- 2024 Division for Research Award for Research Excellence. University at Albany.
- 2021 Rosenthal ’76 and Schiff Undergraduate Teaching Prize. University at Albany. \$2,000.
- 2021 School of Business Faculty Service Award. University at Albany. \$2,000.
- 2015 Bruce V. Moore Graduate Fellowship. Pennsylvania State University.
- 2013 Mirian Graddick-Weir Research Fellowship. Pennsylvania State University.

PUBLICATIONS

Peer Reviewed Articles

1. **Crayne, M.P.** (In Press). Unpacking and extending moral injury: Comments on Nielsen et al. (2024). *Journal of Business Ethics*.
2. Shortland, N.D., **Crayne, M.P.**, & Mezzapelle, J.A. (2024). Vicarious trauma in the observation of extremist atrocities: A rapid evidence assessment. *Trauma, Violence, and Abuse*.

3. **Crayne, M.P.** & Brawley-Newlin, A. (2024). Driven to succeed, or to leave? The variable impact of self-leadership in rideshare gig work. *The International Journal of Human Resource Management*, 35(1), 98-120.
4. **Crayne, M.P.** (2023). Finding “work” in grand challenges: Lessons from extremism research and a call to action. *Industrial-Organizational Psychology*, 16(4), 533-536.
5. Shortland, N.D., McCusker, M., Alison, L., Blacksmith, N., **Crayne, M.P.**, Thompson, L., Gonzales, J,... & Stevens, C. (2023). Avoidant authority: The effect of organizational power on decision-making in high-uncertainty situations. *Frontiers in Psychology*, 13:1027108.
6. Medeiros, K.E., Griffith, J.A., Shipe, S.D., **Crayne, M.P.**, McIntosh, T., & Campagna, R. (2022). Minding the \$500,000 gap: Accounting for the gender-driven gap in executive severance agreements. *Journal of Business and Psychology*, 37(1), 1065-1077.
7. **Crayne, M.P.**, & Hunter, S.T. (2022). The moderating influence of error timing on follower perceptions of leader error. *Leadership and Organization Development Journal*, 43(4), 612-622.
8. Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Hardy, J.H., & Damadzic, A. (2022). Leader sensemaking style in response to crisis: Consequences and insights from the COVID-19 pandemic. *Personality and Individual Differences*, 187, 111406.
9. **Crayne, M.P.**, & Medeiros, K.E. (2021). Making sense of crisis: Charismatic, Ideological, and Pragmatic leadership in response to COVID-19. *American Psychologist*, 76(3), 462-474.
10. **Crayne, M.P.** (2020). The traumatic impact of job loss and job search in the aftermath of COVID-19. *Psychological Trauma: Theory, Research, Practice, and Policy*, 12(S1), S180-S182.
11. Howard, M.C., & **Crayne, M.P.** (2019). Persistence: Defining the multidimensional construct and creating a measure. *Personality and Individual Differences*, 139(1), 77-89.
12. **Crayne, M.P.**, & Hunter, S.T. (2018). Historiometry in organizational science: Renewed attention for an established research method. *Organizational Research Methods*, 21(1), 6-29.
13. Hunter, S.T., Shortland, N.D., **Crayne, M.P.**, & Ligon, G.S. (2017). Recruitment and selection in violent extremist organizations: Exploring what industrial organizational psychology might contribute. *American Psychologist*, 73(3), 242-254.
14. Weaver, K., **Crayne, M.P.**, & Jones, K.S. (2016). I/O at a crossroad: The value of an intersectional research approach. *Industrial-Organizational Psychology*, 9(1), 197-206.

Manuscripts Under Review in Peer Reviewed Journals (titles withheld)

1. **Crayne, M.P.**, Shortland, N.D., & Griffith, J.A. [Moral injury and work values]. *Journal of Organizational Behavior*.
2. Koçak, O., & **Crayne, M.P.** [Leader emotional intelligence dimensionality]. *Personality and Individual Differences*.

3. Mezzapelle, J.A., **Crayne, M.P.**, & Shortland, N.D. [Identity differences in workplace trauma]. *Journal of Organizational Behavior*.
4. Mezzapelle, J.A., Alonso, N., & **Crayne, M.P.** [Leader desensitization and workplace trauma]. *Journal of Applied Psychology*.
5. Logan, M., **Crayne, M.P.**, Doctor, A., & Ligon, G.S. [Leadership tenure and violent extremist lethality]. *Terrorism and Political Violence*.

Book Chapters

1. **Crayne, M. P.**, Shortland, N. D. (In Production). *Protecting the Protectors: Expanding our Understanding of Role-Based Trauma in the Forensic Field*.
2. **Crayne, M.P.** (In Production). Historiometric Analysis. In C. McCauley, S. Moskaleno, & G. Ligon (Eds.), *Handbook of Terrorist Psychology*.
3. Hunter, S.T., Gutworth, M., **Crayne, M.P.**, & Jayne, B.S. (2015). Planning for Innovation: The Critical Role of Agility. In M. Mumford & M. Frese (Eds.), *Planning in Organizations: The Psychology of Performance*. Pp. 146-165.

Published Government Reports

1. **Crayne, M.P.**, Shortland, N.D., & Mezzapelle, J.L., and National Counterterrorism Innovation, Technology, and Education Center, "Psychological Trauma in Terrorism Research (PT2R). Phase 1 End of Year Report" (2023). *Reports, Projects, and Research*. 58.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/58>
2. Shortland, N. D., & **Crayne, M.P.** Vicarious Trauma via the Observation of Extremist Atrocities: A Rapid Evidence Assessment" (2023). *Reports, Projects, and Research*. 2.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/2>

GRANT FUNDING

Awarded (Total portfolio \$705,650)

Federal

Role: Principal Investigator

Project: Psychological and Organizational Resilience in K-12 Soft Targets

Source: United States Department of Homeland Security / CISA

Time Period: 01/01/2025 – 07/01/2026

Total Funding: \$391,922

Role: Principal Investigator

Project: Psychological Trauma in Terrorism Research (PT2R): Identifying risk factors and intervention points for work-related psychosocial trauma.

Source: National Counterterrorism Innovation, Technology, and Education Center

Time Period: 07/01/2022 – 06/30/2024

Total Funding: \$302,728

University at Albany

Role: Principal Investigator

Project: Organizational Adoption of Red Teaming

Source: School of Business Research Committee

Time Period: 2021 - Present

Total Funding: \$10,000

Role: Principal Investigator

Project: Various

Source: School of Business Research Committee

Time Period: 2020 - 2021

Total Funding: \$1,000

Proposals Under Review (Total portfolio ~ \$861,377)

Role: Principal Investigator

Project: Linguistic diversity and pervasive leadership stereotypes

Source: National Science Foundation

Time Period: 08/01/2025 – 07/31/2028

Total Funding: \$595,787

Role: Principal Investigator

Project: Synchronizing values and work expectations in national security careers (SYNC)

Source: National Counterterrorism Innovation, Technology, and Education Center

Time Period: 07/01/2025 – 06/30/2027

Total Funding: \$265,590

PRESENTATIONS AT SCHOLARLY CONFERENCES

1. Muller, J., LoTempio, S., **Crayne, M. P.**, & Penta, S. (2025, July 13). *Defining recovery across all hazards in K-12 schools* [Conference presentation]. 50th Annual Natural Hazards Workshop, Broomfield, CO.
2. LoTempio, S., Muller, J., Penta, S., & **Crayne, M. P.** (2025, July 13). *Identifying general needs in K-12 disaster recovery to inform school shooting recovery* [Conference presentation]. 50th Annual Natural Hazards Workshop, Broomfield, CO.
3. Penta, S., **Crayne, M. P.**, Reichin, S., & Hruska, R. (2025, July 13). *Strengthening local disaster resilience with safer schools* [Panel discussion]. 50th Annual Natural Hazards Workshop, Broomfield, CO.
4. **Crayne, M.P.**, Kearns, E., Muibu, D., Becker, M., Shortland, N.D., & Parsons, K. (2024, November). *Workplace Violence, Exposure to Violent Material, and Vicarious Trauma in Security Research*. Symposium presented at the 79th annual meeting of the American Society of Criminology, San Francisco, CA.

5. **Crayne, M.P.**, Shortland, N.D., & Griffith, J.A. (2024, August). *Moral injury at work: How job-related value violations cause psychosocial harm*. Paper presented at the 84th annual meeting of the Academy of Management, Chicago, IL.
6. van Egdom, D. (Chair), Williamson Smith, R. (Chair), Arena Jr., D., Bauer, T., **Crayne, M.P.**, Johnson, L.U., & Maupin, C. (2024, March). *Succeeding on the business school job market: An insider's perspective*. Panel discussion presented at the 39th annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.
7. **Crayne, M.P.** & Shortland., N.D (2024, March). Psychological trauma in terrorism research: Identifying work-related risk factors and intervention points. In K.D. Bond (Chair) *Protecting counterterrorism practitioners: An examination of the impact of violence exposure and mitigating factors*. Panel discussion presented at the annual meeting of the International Studies Association, San Francisco, CA.
8. Mezzapelle, J.L., & **Crayne, M.P.** (2024, February). *"It's Everywhere... It's Unavoidable": The Role of Gender and Culture in Work-Related Trauma*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
9. **Crayne, M.P.**, Neely, B.H., Matyasovszky, G., & Hunter, S.T. (2023, August). *Leaders in the lab: A meta-analysis of leadership research generalizability and endogeneity risk*. Paper presented at the 83rd annual meeting of the Academy of Management, Boston, MA.*

* Named a "Best Paper" – Organizational Behavior Division

10. **Crayne, M.P.**, & Koçak, Ö.E. (2022, August). *Unpacking dimensional complexity in the relationship between emotional intelligence and transformational leadership*. In A. Gupta (Chair), *No hard feelings? Leadership, emotions, and emotional capacities*. Symposium conducted at the 82nd annual meeting of the Academy of Management, Seattle, WA.
11. Matyasovszky, G.A., & **Crayne, M.P.** (2022, April). *Cynical followers: Negative ILTs on the perception of leader errors*. Presented at the 37th annual meeting of the Society for Industrial & Organizational Psychology, Seattle, WA.
12. **Crayne, M.P.** & Brawley-Newlin, A. (2021, April). *Driven to succeed or to leave? The variable impact of self-leadership in gig work*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.
13. **Crayne, M. P. (Chair)**, Dinh, J.V., Baran, B.E., Shuffler, M., & Coppins, T. (2021, April). *Leadership in times of crisis: Discoveries, reflections, and lessons for the future*. Panel discussion presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.
14. Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Hardy, J.H., & Damadzic, A. (2021, April). *Leader sensemaking in response to crisis: Consequences and insights from COVID-19*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.

15. **Crayne, M.P.**, & Hunter, S.T. (2019, April). *Mistakes matter: Exploring follower response to leader error characteristics*. Presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
16. Medieros, K. E., Griffith, J. A., **Crayne, M. P.**, & Antonik, C. W. (2019, April). *Hit me with your best plot: Presenting science with impact*. Panel discussion presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
17. **Crayne, M.P.**, Neely, B.H., & Hunter, S.T. (2017, April). *Leaders in the Laboratory: A meta-analysis of laboratory efficacy*. Presented at the 32nd annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.
18. **Crayne, M.P.**, & Jones, K.S. (2016, May). *Interests or Obstacles: The Influence of Social Context and Barrier Perceptions on Occupational Pursuit*. Presented at the 28th annual conference of the Association for Psychological Science, Chicago, IL.
19. Lovelace, J.B., & **Crayne, M.P.** (2016, April). Performance appraisal at the Centre County Women's Resource Center. In D. Doverspike (Chair), *Pro Bon-I/O: Putting I/O Psychology to Good Work for Non-Profits*. Symposium conducted at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
20. **Crayne, M.P.**, Howard, M.C., & Jacobs, R.R. (2015, June). *Surviving the Game: Examining discriminatory hiring practices in college football*. Presented at the 27th annual conference of the Association for Psychological Science, New York, NY.
21. **Crayne, M.P.**, & Hunter, S.T. (2015, April). *Pride or Partnership? The relationship between ambition and information sharing*. Presented at the 30th annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.
22. **Crayne, M.P.**, & Howard, M.C. (2014, May). *Bringing together persistence: The creation of a multidimensional measure*. Presented at the 29th annual conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
23. Deckert, P.J., Horgan, J., Jayne, B.S., & **Crayne, M.P.** (2013, January). *Understanding terrorist roles, types and functions: A job analysis of the global jihadi movement*. Presented at the 7th annual conference for the Society of Terrorism Research, London, UK.

INVITED PRESENTATIONS

- 2025 *When Work Hurts*. Metropolitan New York Association for Applied Psychology, New York, NY
- 2021 *Considering moral injury as an occupational hazard*. University at Albany, Albany, NY.
- 2021 *Workplace transitions after COVID-19*. New York State Cooperative and Experiential Education Association (NYSCEEA).
- 2020 *Leadership under crisis conditions*. MBA lecture series delivered for Universidad del Salvador,

Buenos Aires, Argentina.

- 2020 *Leader sensemaking in times of crisis*. University at Albany, Albany, NY.
- 2019 *Historiometric research methods in organizational science*. CARMA Doctoral Student and Junior Faculty Consortium
- 2019 *Unpacking follower responses to leader error*. University at Albany, Albany, NY.
- 2018 *Glass-cliff effects and racial discrimination in hiring for college athletics*. University at Albany, Albany, NY.

TEACHING

Graduate Courses Taught, University at Albany

BMGT 513 - Organizational Behavior and Managerial Skill (2018 - Present)
BMGT 650 - Leadership and Managerial Skills (2018 - Present)
Weekend MBA BMGT 650 - Leadership and Managerial Skills (2021 - Present)
Weekend MBA BMGT 513 - Organizational Behavior and Managerial Skill (2022)

Undergraduate Courses Taught, University at Albany

BMGT 450: Managerial Leadership and Decision Making (2019 - Present)
UFSP 102: Living-Learning Community Seminar (2020 - 2024)

Doctoral Dissertation Committees

Levi Sassaman (2025). Department of Psychology. **Member**.

Jennifer Mezzapelle (2024). Department of Psychology. **Member**.

James McGaughan (2021). College of Emergency Preparedness, Homeland Security, and Cybersecurity. **Member**.

Master's Thesis Projects and Committees

Gage Matyasovszky (2021). Department of Psychology. M.S. Thesis. **Chair**.

SERVICE

Department of Management

Chair of Department, 2025 - Present
Member, Faculty Search Committee, 2018 - 2019

Massry School of Business

Chair, Impact Committee, 2023
Member, AI Cluster Hire Faculty Search Committee, 2022 - 2023
Member, Teaching and Learning Committee, 2018 - 2022

University at Albany, State University of New York

Member, University Senate, 2024 - Present
Member, Committee on Academic Freedom (CAFFECOR), 2024 - Present

Faculty Mentor, World of Business Living-Learning Community, 2020 - 2024
Consultant, Office of Corporate and Foundation Relations, 2020

Professional Service

Editorial Board, *Dynamics of Asymmetric Conflict*, 2021 - Present
Committee Member, *Society for Industrial-Organizational Psychology Bridge Builders* 2020 – 2023
Reviewer for numerous scientific outlets in psychology and organizational science.

Professional Affiliations

Academy of Management, 2018 - Present
Society for Industrial and Organizational Psychology, 2012 – Present
American Psychological Association, 2021 - Present