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Department of Management  
School of Business  
University at Albany (SUNY)

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## OVERVIEW

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My research agenda focuses primarily on understanding the social and behavioral dynamics that govern the leadership process, at both micro and macro-organizational levels. Specifically, I am interested in examining the causes and consequences of leader error, and the impacts that those errors have on individual and firm-level outcomes. My research also aims to expand our understanding of followership as a critical element to the leadership process.

## EDUCATION

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05/2014-12/2016	Ph.D.	The Pennsylvania State University, University Park, PA Degree: Industrial-Organizational Psychology Advisor: Dr. Samuel Hunter
08/2012-04/2014	M.S.	The Pennsylvania State University, University Park, PA Degree: Industrial-Organizational Psychology
08/2008-06/2012	B.A.	The University of Connecticut, Storrs, CT Major: Psychology      Minor: Neuroscience

## ACADEMIC POSITIONS

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09/2018 – Present	Assistant Professor of Management	University at Albany (SUNY)
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## RESEARCH

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### REFEREED PUBLICATIONS

**Crayne, M.P., & Medeiros, K.E.** (2020). Making sense of crisis: Charismatic, Ideological, and Pragmatic leadership in response to COVID-19. *American Psychologist*. Advance online publication available.

**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*. Advance online publication available

Howard, M.C., & **Crayne, M.P.** (2019). Persistence: Defining the multidimensional construct and creating a measure. *Personality and Individual Differences, 139*(1), 77-89.

**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.

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.

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.

#### **WORKING PAPERS (titles withheld to preserve review integrity)**

**Crayne, M.P.**, Neely, B.H., & Hunter, S.T. (1<sup>st</sup> R&R). Leadership meta-analysis. *The Leadership Quarterly*.

**Crayne, M.P.**, & Hunter, S.T. (under review). Analysis of leader error characteristics and follower impact. *Journal of Business and Psychology*.

**Crayne, M.P.** & Brawley-Newlin, A. (under review). Analysis of self-leadership strategies in gig-economy workers. *Journal of Vocational Behavior*.

Medeiros, K.E., Griffith, J.A., Shipe, S.D., **Crayne, M.P.**, & McIntosh, T. (under review). Analysis of glass cliff effects in executive compensation. *Journal of Organizational Behavior*.

Shortland, N.D., **Crayne, M.P.**, McGarry, P., & Merizalde, J. (under review). Assessment of moral injury in response to pandemics. *Frontiers in Psychology*.

#### **MANUSCRIPTS IN DEVELOPMENT**

**Crayne, M.P.**, Griffith, J.A., & Howard, M.C. (writing stage). Analysis of glass cliff effects in minority leaders. *Journal of Management* (target).

**Crayne, M.P.**, & Medeiros, K.E. (writing stage). Process model of digital leadership via social media. *Academy of Management Review* (target).

Shortland, N.D., McCusker, M., Alison, L., Blacksmith, N., **Crayne, M.P.**, Thompson, L., & Gonzales, J. (writing stage). Analysis of individual difference effects in high-uncertainty decision-making. *Journal of Applied Psychology* (target).

Shortland, N.D., **Crayne, M.P.**, & Horgan, J. (analysis stage). Evaluation of cell-level leader effectiveness in violent extremist attacks. *Dynamics of Asymmetric Conflict* (target).

**Crayne, M.P.**, Medeiros, K.E., & Damadzic, A. (data collection stage). Analysis of leader error recovery strategies. *Journal of Applied Psychology* (target).

Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Damadzic, A., & Hardy, J. (data collection stage). Analysis of leader sensemaking style and response to COVID-19 outbreak. *Journal of Applied Psychology* (target).

**Crayne, M.P.**, & Asal, V. (planning stage). Analysis of leader characteristics in terrorism contexts. *Dynamics of Asymmetric Conflict* (target).

- Crayne, M.P., & Ackerman, G.** (planning stage). Application of security methods to organizational research. *Academy of Management Journal* (target).
- Crayne, M.P. & Shortland, N.D.** (planning stage). Process model of moral injury as an occupational hazard. *Academy of Management Review* (target).
- Crayne, M.P., & Medieros, K.** (planning stage). Analysis of the impact of leader error on investor confidence. *Journal of Management* (target).
- Crayne, M.P., & McIntosh, T.** (planning stage). Analysis of LMX influence on leader error outcomes. *Journal of Applied Psychology* (target).
- Crayne, M.P., Randall, J., & Howard, M. C.** (planning stage). Goal commitment meta-analysis. *Journal of Applied Psychology* (target).

### BOOK CHAPTERS

- 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.

### RESEARCH PRESENTATIONS AND CONFERENCE PROCEEDINGS

- Crayne, M.P., & Hunter, S.T.** (2019, April). *Mistakes matter: Exploring follower response to leader error characteristics*. Presented at the 34<sup>th</sup> annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
- Medieros, K. E., Griffith, J. A., **Crayne, M. P.**, & Antonik, C. W. (2019, April). *Hit me with your best best plot: Presenting science with impact*. Panel discussion presented at the 34<sup>th</sup> Annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
- Crayne, M.P., Neely, B.H., & Hunter, S.T.** (2017, April). *Leaders in the Laboratory: A meta-analysis of laboratory efficacy*. Presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.
- 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 28<sup>th</sup> annual conference of the Association for Psychological Science, Chicago, IL.
- 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 31<sup>st</sup> annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Crayne, M.P., Howard, M.C., & Jacobs, R.R.** (2015, June). *Surviving the Game: Examining discriminatory hiring practices in college football*. Presented at the 27<sup>th</sup> annual conference of the Association for Psychological Science, New York, NY.

**Crayne, M.P.**, & Hunter, S.T. (2015, April). *Pride or Partnership? The relationship between ambition and information sharing*. Presented at the 30<sup>th</sup> annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

**Crayne, M.P.**, Howard, M.C., & Jacobs, R.R. (2014, November). *Adverse impact coming and going: Under-representation of African Americans in the role of Division I College Football Coach*. Seminar delivered to BRIDGE and the Department of Psychology at The Pennsylvania State University, November 19<sup>th</sup>, 2013.

**Crayne, M.P.**, & Howard, M.C. (2014, May). *Bringing together persistence: The creation of a multidimensional measure*. Presented at the 29<sup>th</sup> annual conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

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 7<sup>th</sup> annual conference for the Society of Terrorism Research, London, UK.

### FUNDING PROPOSAL SUBMISSIONS

Role: Primary Investigator  
Project: Defining, measuring, and validating a multidimensional construct of persistence and resilience in military personnel  
Source: U.S. Army Research Institute  
Time Period: 11/2019 – 11/2020  
Requested Funding: \$140,788 (not funded)

Role: Co-Investigator  
Project: Leader-follower dynamics in violent extremist organizations  
Source: Centre for Research and Evidence of Security Threats  
Time Period: 04/2019 – 09/2019  
Requested Funding: \$40,442 (not funded)

### INVITED TALKS AND MEDIA APPEARANCES

10/2019 – Albany Times Union “*Going green, and other workplace trends to watch for in 2020*”

06/2019 – Invited lecturer for 2019 Research Methods Division – CARMA Doctoral Student and Junior Faculty Consortium

10/2018 – Invited speaker for UAlbany Industrial-Organizational Psychology department brown bag

10/2018 – Featured on the *Department 12 Podcast*, hosted by Ben Butina.

### TEACHING EXPERIENCE

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Instructor of Record, University at Albany

08/2018 – Present: *Leadership and Managerial Skill (Graduate)*

01/2019 – Present: *Organizational Behavior (Graduate)*

01/2019 – Present: *Leadership and Decision Making (Undergraduate)*

08/2019 – Present: *Organizational Behavior (Graduate – Online)*

Instructor of Record, The Pennsylvania State University

08/2014 – 12/2014: *Leadership in Work (1 section, 46 students)*

01/2015 – 05/2015: *Basic Research Methods in Psychology (1 section, 18 students)*

08/2015 – 12/2015: *Basic Research Methods in Psychology (Online Course, ~20 students)*

**APPLIED EXPERIENCE**

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12/2015 – 07/2018: PricewaterhouseCoopers LLP, New York: NY  
*Senior Consultant: Human Capital and Organization Design*

8/2012-7/2015: Contract consultant, State College: PA

8/2011-7/2012: Leadership Research Institute, LLC, Hartford: CT  
*Associate Consultant*

**PROFESSIONAL MEMBERSHIPS**

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2015-present	Academy of Management	Member
2012-present	Society for Industrial & Organizational Psychology	Member
2014-present	Association for Psychological Science	Member

**PROFESSIONAL SERVICE**

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Faculty Mentor, University at Albany World of Business, 2020 – Present

Editorial Board, *Dynamics in Asymmetric Conflict*, 2019 - Present

Reviewer, *Dynamics in Asymmetric Conflict*

Reviewer, *Psychological Trauma: Theory, Research, Practice, & Policy*

Reviewer, *Academy of Management Conference*

Reviewer, *Society for Industrial and Organizational Psychology Conference*

**AWARDS AND RECOGNITION**

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Eagle Scout

Univ. of Connecticut Dean's List

Univ. of Connecticut Leadership Scholarship

Bruce V. Moore Graduate Fellowship, 2015

Graddick-Weir Research Fellowship, 2013

McDonald's Corporation Leadership Award