Samuel T. Hunter, Ph.D.

Professor
University of Nebraska Omaha – Department of Psychology &
National Counterterrorism, Innovation, and Education Center (NCITE) faculty
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Education

Ph.D.	Industrial/Org Psychology, Measurement and Statistics (minor); The University of Oklahoma	(8/03 – 5/07)
M.S.	Industrial/Org Psychology; University of Tennessee at Chattanooga	(8/99 – 5/01)
B.S.	Psychology, Business (minor); Central Michigan University	(8/95 – 5/99)

Academic Appointments

The University of Nebraska Omaha	National Counterterrorism, Innovation & Education (NCITE) lead	(begin 7/21)
The University of Nebraska Omaha	Professor of Psychology – (Industrial/Org Area)	(begin 7/21)
The Pennsylvania State University	Professor of Psychology – (Industrial/Org Area)	(6/20 – 5/21)
The Pennsylvania State University	Associate Professor of Psychology – (Industrial/Org Area)	(6/13 – 6/20)
The Pennsylvania State University	Assistant Professor of Psychology – (Industrial/Org Area)	(8/07 – 6/13)
The Pennsylvania State University	Director of Industrial and Organizational Psychology Area	(7/13 – present)

Courses Taught

Instructor	**Pennsylvania State University, Department of Psychology**	
•	Graduate seminar in Organizational Psychology *(avg instructor rating = 6.75/7.00)*	(1/14 – present)
•	Practicum in Industrial and Organizational Psychology *(avg instructor rating = 6.60/7.00)*	(1/08 – present)
•	Graduate Seminar on Leadership in Organizations *(avg instructor rating = 6.40/7.00)*	(1/09 – present)
•	Leadership in Work Settings – Undergraduate *(avg instructor rating = 6.49/7.00)*	(8/07 – present)
•	Senior Seminar on Creativity and Innovation in Organizations *(avg instructor rating = 6.55/7.00)*	(1/08 – present)

Instructor	**University of Oklahoma, Price College of Business**	
•	Organizational Behavior *(instructor rating = 4.84/5.00)*	(7/04 – 8/04)

Instructor	**University of Southern Mississippi, Department of Psychology**	
•	Statistics for the Social Sciences *(instructor rating = 3.96/4.00)*	(1/03 – 5/03)
•	Social Psychology *(instructor rating = 3.98/4.00)*	(6/03 – 8/03)

Peer Reviewed Journal Publications
(total: 58; citations: 5100; h-index: 37; i10-index: 58; i100-index: 16)
** denotes current or former PhD advisee; * denotes current or former student

Hunter, S. T., **Nguyen, T., **Walters, K., **Manning, C., *Peng, A., & Miller, S. R. (in press). How leaders shape innovation: A seemingly paradoxical yet necessary endeavor. *Journal of Character and Leadership Development.*

*Hetrick, A., **Blocker, L., **Fairchild, & **Hunter, S. T.** (2021). To apologize or justify: Leader responses to task and relational mistakes. *Basic and Applied Social Psychology.*

*Ahmed, F., Fuge, M., Miller, S. R., & **Hunter, S. T.** (2021). Design variety measurement using Sharma-Mittal Entropy. *Journal of Mechanical Design.*

Miller, S.R., **Hunter, S.T**., *Starkey, E.M., Fuge, M., & *Ahmed, F. (2021). How should we measure creativity in engineering design? A comparison of social science and engineering approaches. *Journal of Mechanical Design.*

Lovelace, J., **Neely, B., **Allen, J., & **Hunter, S. T. (2019). Charismatic, ideological, and pragmatic (CIP) leadership: A critical review and agenda for future research. *The Leadership Quarterly*.

*Starkey, E. M., *Alzayed, M. A., **Hunter, S. T.,** & Miller, S. R. (2019). Dissection versus incubation: The within-subject effects of product dissection activities on design variety. *Journal of Mechanical Design*, 142.

*Alzayed, M. A., McComb, C., **Hunter, S. T.,** & Miller, S. R. (2019). Expanding the Solution Space in Engineering Design Education: A Simulation-Based Investigation of Product Dissection. *Journal of Mechanical Design*, *141*(3)

*Ahmed, F., *Ramachandran, S. K., Fuge, M., **Hunter, S. T.,** & Miller, S. (2019). Interpreting Idea Maps: Pairwise comparisons reveal what makes ideas novel. *Journal of Mechanical Design*, *141*(2).

Hunter, S. T., Shortland, N., **Crayne, M., & Ligon, G. S. (2018). Recruitment and selection in violent extremist organizations: Exploring what industrial and organizational psychology might contribute. *American Psychologist*.

Crayne, M. & **Hunter, S. T. (2018). Historiometry in organizational science: Renewed attention for an established research method. *Organizational Research Methods.*

*Starkey, E. M., **Hunter, S. T.,** & Miller, S. R. (2019). Are Creativity and Self-Efficacy at Odds? An Exploration in Variations of Product Dissection in Engineering Education. *Journal of Mechanical Design*, *141*(1).

*Follmer, K., **Neely, B., Jones, K., & **Hunter, S. T**. (2018). To lead is to err: The mediating role of attribution in the relationship of leader error and leader ratings". *The Journal of Leadership and Organizational Studies, 26,* 18-31

Gutworth, M. B., **Cushenbery, L. D., & **Hunter, S. T. (2018). Creativity for deliberate harm: Malevolent creativity and social information processing theory. *Journal of Creative Behavior, 52, 305-322*

*Starkey, E. M., Miller, S., & **Hunter. S. T**. (2018). Piecing together product dissection: How dissection conditions impact student learning and cognitive load. *Journal of Mechanical Design, 140.*

Sadler, A. G., Lindsay, D., **Hunter, S. T.,** & Day, D. V. (2018). The impact of leadership on sexual harassment and assault in the military. *Military Psychology, 30, 252-263.*

*Starkey, E. M., *McKay, A. S., **Hunter, S. T.,** & Miller, S. R. (2017). Dissecting creativity: How dissection virtuality, analogical distance, and product complexity impact creativity and self-efficacy. *Design Computing and Cognition,* 59-77.

Hunter, S. T., **Cushenbery, L., & **Jayne, B. (2017). Why dual leaders will drive innovation. Resolving the exploration and exploitation dilemma with a conservation of resources solution. *Journal of Organizational Behavior, 38*, 1183-1195.

Gutworth, M. B., & **Hunter, S. T. (2017). Ethical saliency: Deterring deviance in creative individuals. *Psychology of aesthetics, creativity, and the arts*, 11, 428 – 439.

Hunter, S. T., & **Cushenbery, L. (2015). Is being a jerk necessary for originality? Examining the role of disagreeableness in the sharing and utilization of original ideas. *Journal of Business and Psychology, 30,* 621-639.

Litzinger, T., Zappe, S., **Hunter, S. T.,** & Mena, I. (2015). Increasing integration of the creative process across engineering curricula. *International Journal of Engineering Education, 31,* 335 – 340.

Neely, B. & **Hunter, S. T. (2014). In a discussion on invisible disabilities, let us not lose sight of employees on the autism spectrum. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7, 274-277.*

Fairchild, J. & **Hunter, S. T. (2014). "We've got creative differences": The interaction of conflict and participative safety on design originality. *Journal of Creative Behavior, 38,* 64-87.

Parr, A. D., & **Hunter, S. T. (2014). Enhancing work outcomes of employees with autism spectrum disorder through leadership. *Autism: International Journal of Research and Practice, 18, 545-554.*

Lovelace, J. B., & **Hunter, S. T. (2013). Charismatic, ideological, and pragmatic leaders' influence on subordinate creative performance along the creative process. *Creativity Research Journal 25,* 59-74.

Parr, A. D., **Hunter, S. T., & Ligon, G. (2013). Transformational leadership and employees with autism: A critical examination of universal applicability. *The Leadership Quarterly, 24*, 608-622.

Gill, P., Horgan, J., **Hunter, S. T.**, & **Cushenbery, L. (2013). Malevolent creativity in terrorist organizations. *Journal of Creative Behavior*, 47, 125-151.

Hunter, S. T., **Cushenbery, L., **Fairchild, J. & Boatman, J. (2012). Partnerships in leading for innovation: A dyadic approach to collective leadership. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 5,* 427-430.

Ligon, G. S., Harris, D., & **Hunter, S. T**. (2012). Quantifying the lives of Osama bin Laden, Idi Amin, and Bill Belichick: What historiometric approaches can tell us about outstanding leadership. *Leadership Quarterly, 23, 1104-1133.*

McCarthy, A., Cleveland, J. **Hunter, S. T.,** Darcy, C., & Grady, G. (2012). Employee work-life balance outcomes in Ireland: A multilevel investigation of supervisory support and perceived organizational support. *International Journal of Human Resource Management, 10, 1-20.*

Hunter, S. T. (2012). Leadership, ethics, and identity: What did we learn, and where do we go from here? *Journal of Business Ethics, 107,* 79-87.

Thoroughgood, C.N., Padilla, A., Tate, B. W., & **Hunter, S. T. (2012). The susceptible circle: A taxonomy of "dark" followers associated with destructive leaders. *The Leadership Quarterly, 23, 897-917.*

Hunter, S. T., **Cushenbery, L., & Friedrich, T. (2012). Hiring an innovative workforce: A necessary yet uniquely challenging endeavor. *Human Resource Management Review*, 22, 302-322

Thoroughgood, C.N., *Sawyer, K.B., & **Hunter, S.T. (2012). Real men don't make mistakes: Investigating the effects of leader gender, error type, and the nature of the task on leader error perceptions. *Journal of Business & Psychology, 23,* 1-18.

Hunter, S. T., & **Cushenbery, L. (2011). Leading for innovation: Direct and indirect influences. *Advances in Developing Human Resources, 13, 248-265.*

Hunter, S. T., *Tate, B. W., *Dzieweczynski, J., & Bedell-Avers, K. E. (2011). Leaders make mistakes: A multilevel consideration of why. *The Leadership Quarterly*, 22, 239-258.

Hunter, S. T., **Cushenbery, L., **Thoroughgood, C. N., & Ligon, G. S. (2011). First and Ten Leadership: A historiometric investigation of the CIP leadership model. *The Leadership Quarterly, 22*, 70-91.

Thoroughgood, C., **Hunter, S. T., & *Sawyer, K., (2011). Bad apples, bad barrels, and broken followers: An empirical examination of contextual influences on follower perceptions and reactions to aversive leadership. *Journal of Business Ethics, 100*(4), 647-672.

Hunter, S. T., **Thoroughgood, C., *Myer, A., & Ligon, G. S. (2011). Managing the paradoxes of leading for innovation. *Psychology of Aesthetics, Creativity, and the Arts, 5,* 54-66.

Ligon, G. S., & **Hunter, S. T.** (2010). Putting the development into experiential development**. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3,* 28-32.

Leicht, R., **Hunter, S. T.,** Saluja, C., & Messner, J.I. (2010). Implementing observational research methods to study team performance in construction. *Journal of Construction and Engineering Management*, 136, 76-86.

Willis, D. E., Barton, R. W., Simpson, T. W., Purao, S., & **Hunter, S. T.** (2009). Mapping design domains, bridging design cultures. *Journal of Mechanical Design*, 131, 1-2.

Bedell, K. E., **Hunter, S. T**., & Mumford, M. D. (2009). Charismatic, ideological, and pragmatic leaders: An examination of leader-leader interactions. *Leadership* Quarterly, 20, 299-315.

Hunter, S. T., Bedell-Avers, K. E., & Mumford, M.D. (2009). Impact of situational framing and complexity on charismatic, ideological and pragmatic leaders: Investigation using a computer simulation. *The Leadership Quarterly, 20, 383-404.*

Mumford, M. D**., Hunter, S. T.,** & Byrne, C. (2009). What is a fundamental? The role of cognition and creativity in innovation. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2*, 353-356.

Mumford, M.D., Bedell, 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.

Ligon, G. S., **Hunter, S. T**., & Mumford, M. D. (2008). Development of outstanding leadership: A life narrative approach. *Leadership Quarterly, 19,* 312-334.

Bedell, K. E., **Hunter, S. T**., & Mumford, M. D. (2008). Problem-solving tactics of charismatic, ideological and pragmatic leaders: A comparative experimental study. *Leadership* Quarterly, 19, 89-106.

Hunter, S. T., Bedell, K. E., Ligon, G. S., Hunsicker, C. M. & Mumford, M. D. (2008). Applying multiple knowledge structures in creative thought: Effects on idea generation and problem-solving. *Creativity Research Journal, 20, 137-154.*

Hunter, S. T., Bedell-Avers, K. E., & Mumford, M. D. (2007). The typical leadership study: Assumptions, implications, and potential remedies. *The Leadership Quarterly, 18, 435-446.*

Mumford, M. D., **Hunter, S. T**., Eubanks, D. L., Bedell, K. E., & Murphy, S. T. (2007). Developing leaders for creative efforts: A domain-based approach to leadership development. *Human Resource Management Review*, 17, 402-417.

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.*

Hunter, S. T., Bedell, K. E., & Mumford, M. D. (2007). Climate for creativity: A quantitative review. *Creativity Research Journal, 19*, 69-90.

Hunter, S. T., Bedell, K. E., & Mumford, M. D. (2006). Dimension of creative climate: A general taxonomy. *International Journal of Creativity and Problem Solving, 15,* 97-116.

Greer, T., Dunlap, W. P., & **Hunter, S. T**. (2006). The effects of skew on internal consistency. *Journal of Applied Psychology, 91,* 1351-1358.

Bedell, K. E., **Hunter, S. T**., Angie, A. D., Vert, A. (2006). A historiometric examination of Machiavellianism and a new taxonomy of Leadership. *Journal of Leadership and Organizational Studies, 12, 50-72.*

Hunter, S. T., Friedrich, T. L. Bedell, K. E., & Mumford, M. D. (2006). Creative thought in real world innovation. *International Journal of Management*, 1, 29-39.

Mumford, M. D., Connelly, S., Scott, G., Espejo, J., Sohl, L. M., **Hunter, S. T**., & Bedell, K.E. (2005). Career experiences and scientific performance: A study of social, physical, life, and health sciences. *Creativity Research Journal*, *17*, 105-129.

Books (total: 4)

Reiter-Palmon, R., & **Hunter, S. T**. (forthcoming, 2023). The handbook of organizational creativity. Oxford, England: Elsevier.

Hunter, S. T., & Lovelace, J. B. (in press). *There is more than one way to lead: The CIP theory of Leadership*. Cambridge University Press.

Hunter, S. T. & Lovelace, J. B. (2020). *Multiple pathways to outstanding leadership: Revisiting CIP theory.* Taylor Francis.

Mumford, M. D., **Hunter, S. T**., & Bedell, K. E. (2008). *Research in Multi-level Issues: A Focus on Innovation. Vol. VII*. Oxford, England: Elsevier.

Book Chapters (total: 34)

Hunter, S. T. (in press). *CIP model of leadership*. In G. Goethals & G. Sorenson (Eds.), The SAGE Encyclopedia of Leadership Studies.

Hunter, S. T., & Hunter, M. D. (in press). *Performance management and career development for employees with Autism: Uncovering hidden requirements.* In A. Coellela & A. Bruyerre (Eds.), SIOP Frontiers Series.

Hunter, S. T., & **Lovelace, J. B. (2020). *Revising and extending the CIP theory*. In S. T. Hunter and J.B. Lovelace (Eds.). Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success. Taylor Francis. (p. 254-183).

Lovelace, J.B., **Hunter, S. T., & Neely, B. N. (2020). *Advancing the CIP Model of leadership: A scale development effort.* (in press). In S. T. Hunter and J.B. Lovelace (Eds.). Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success. Taylor Francis. (p. 78-115).

Allen, J., **Neely, B., **Lovelace, J.B., & **Hunter, S. T. (2020). *Foundations of CIP: An Overview*. (in press). In S. T. Hunter and J.B. Lovelace (Eds.). Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success.. Taylor Francis. (p. 22-47).

Hunter, S. T., & **Lovelace, J. B. (2020). *Conclusions*. In S. T. Hunter and J.B. Lovelace (Eds.). Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success.. Taylor Francis. (p. 284-294).

Allen, J. B., **Walters, K., & **Hunter, S. T. (in press). Mentors and creativity. (2020). In M. Runco (Ed). Encyclopedia of Creativity.

Heinen, R. L., **Nguyen, T. L., & **Hunter, S. T. (in press). Knowledge and creativity. (2020). In M. Runco (Ed). Encyclopedia of Creativity.

Hunter, S. T., Farr, J. L., **Heinen, R. L., & **Allen, J. (2020). *Integrating creative climate and creative problem solving. In M. D. Mumford* (Ed.). Creativity and Innovation in Organizations (p. 137-160).

Hunter, S. T., **Allen, J., **Heinen, R., & **Cushenbery, L. (2018). Proposing a Multiple Pathway Approach to leading innovation: Single and dual leader approaches. In R. Reiter-Palmon and J. Kaufman (Eds.). Individual creativity in the workplace.

**Hunter, S. T., **Neely, B., & **Gutworth, M.G. (2017). *Selecting for innovation and team membership: A flexible approach grounded in diversity*. In R. Reiter-Palmon (Ed.). Handbook of team creativity.

Lovelace, J. B., **Neely, B. H., **Jayne, B. S., & **Hunter, S. T. (2017). All roads lead to Rome: Navigating the creative process using the CIP model of leadership. In M.D. Mumford, S. Hemlin, and T. J. Mulhearn (Eds.). *Leading for creativity: Functions, models, and domains.*

Fairchild, J., Eubanks, D. E., & **Hunter, S. T. (2016). Effects of intuition, positive affect, and training on creative problem solving. In E. G. Carayannis (Ed.), *Encyclopedia of Creativity, Invention, Innovation, and Entrepreneurship*, Vol 2. New York: Springer Publishing

Hunter, S. T., **Gutworth, M., & **Lovelace, J. (2016). *Originality at work.* In Rogelberg (Ed.). Encyclopedia of Industrial and Organizational Psychology, 2nd Edition. Thousand Oaks, CA: Sage.

Hunter, S. T. (2016). *Insect creativity as applied to human organizational behavior: A form of social biomimicry*. In A. Kaufman and J. Kaufman (Eds.), Animal Creativity and Innovation. Oxford, England: Elsevier.

**Hunter, S. T., **Gutworth, M., **Crayne, M., & **Jayne, B. (2015). *Planning for Innovation: The critical role of agility*. In M. D. Mumford and M. Frese (Eds.). Planning in organizations. NY, NY: Routledge.

Heinen, R., Leone, S., **Fairchild, J., **Cushenbery, L., & **Hunter, S. T. (2015). *Tools for the process: Technology to support creativity and innovation.* In D. Harrison (Ed). Handbook of research on digital media and creative technologies. London, England: IGI Global.

Fairchild, J., Eubanks, D. E., & **Hunter, S. T. (2013). Effects of intuition, positive affect, and training on creative problem solving. In E. G. Carayannis (Ed.), *Encyclopedia of Creativity, Invention, Innovation, and Entrepreneurship*. New York: Springer Publishing

Hunter, S. T., **Cushenbery, L., **Fairchild, J., & *Ginther, N. (2014). Leadership, innovation, and technology: The evolution of the creative process. In S. Hemlin, C.M. Allwood, & M. Mumford (Eds.), *Creativity and Leadership in Science, Technology and Innovation.* New York: Routledge.

*Wood, M. D., *Hocker, E. M., **Hunter, S. T**., & Ligon, G. S. (2013). Impact of strength- versus problem-focus in idea revision. In L. Della Pietra (Ed.), *Perspectives on Creativity*, Volume 2*.* New York: Cambridge Scholars Publishing.

Murphy, K. R., *Deckert, P. J., **& Hunter, S. T.** (2013). *What personality does and does not predict and why: Lessons learned and future directions.* In N. D. Christiansen & R. P. Tett (Eds.), Handbook of personality at work.

Hunter, S. T., **Cassidy, S. E., & Ligon, G. S. (2011). Planning for innovation: A process-oriented perspective*.* In M. D. Mumford's (Ed.), *Handbook of Organizational Creativity* (pp. 515-545). Oxford, England: Elsevier.

Ligon, G. S., *Graham, K. A., *Edwards, A., Osburn, H. K., & **Hunter, S. T**. (2011). Performance management: Appraising performance, providing feedback, and developing for creativity*.* In M. D. Mumford's (Ed.), *Handbook of Organizational Creativity* (pp. 633-666). Oxford, England: Elsevier.

Fairchild, J., **Cushenbery, L., **Cassidy, S. E., **& Hunter, S. T. (2011). The impact of technology on process-models of creativity*.* In A. Mesquita (Ed.), *Technology for creativity and innovation: Tools, techniques and applications* (pp. 26-51). Hershey, PA: IGI Global Books.

Hunter, S. T., *Tate, B. W. *Dzieweczynski, J., & **Cushenbery, L. (2010). A multilevel consideration of leader errors*.* In B. Schyns and T. Hasboro (Eds.), *When leadership goes wrong: Destructive leadership, mistakes and ethical failures* (pp. 405-443). Charlotte, NC: Information Age Publishing.

Mumford, M. D., **Hunter, S. T**., Friedrich, T. L., & Caughron, J. J. (2009). Charismatic, ideological and pragmatic leadership: An examination of multi-level influences on emergence and performance*.* In F. J. Yammarino & F. Dansereau (Eds,). *Research in multi-level issues: Volume X* (pp. 79-116). Oxford, England: Elsevier.

Mumford, M. D., Bedell, K. E., & **Hunter, S. T**. (2008). *Planning for innovation: A multi-level perspective*. In M. D. Mumford, S. T. Hunter, & K. E. Bedell (Eds.), Research in Multi-level Issues: Vol. VII (pp. 17-34). Oxford, England: Elsevier.

Mumford, M. D., **Hunter, S. T**., & Bedell-Avers, K. E. (2008). *Constraints on innovation: Planning as a context for creativity.* In M. D. Mumford, S. T. Hunter, & K. E. Bedell (Eds.), Research in Multi-level Issues: Vol. VII (pp. 107-154). Oxford, England: Elsevier.

Hunter, S. T., Friedrich, T. L., Bedell-Avers, K. E., & Mumford, M. D. (2007). Creative cognition in the workplace: An applied perspective. In M. J. Epstein, T. Davila and R. Shelton (Eds.), *The creative enterprise – managing innovative organizations and people* (pp. 171-193). New York: Praeger.

Mumford, M. D., Bedell, K. E., **Hunter, S. T**., Espejo, J. & Boatman, P. R. (2006). Problem-solving. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership* (pp. 45-66). Mahwah, NJ: Erlbaum Press.

Mumford, M. D., Strange, J. M., & **Hunter, S. T**. (2006). Conclusions. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership* (pp. 112-135). Mahwah, NJ: Erlbaum Press.

Mumford, M. D., Scott, G. & **Hunter, S. T**. (2006). Theory. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership* (pp. 12-24). Mahwah, NJ: Erlbaum Press.

Mumford, M.D., & **Hunter, S. T**. (2005). The creativity paradox: Sources, resolutions, and directions. In F. J. Yammarino & F. Dansereau (Eds.), *Research in multi-level issues: Volume IV* (pp. 105-114). Oxford, England: Elsevier.

Mumford, M. D., & **Hunter, S. T**. (2005). Innovation in organizations: A multi-level perspective on creativity. In F. J. Yammarino & F. Dansereau (Eds.), *Research in multi-level issues: Volume IV (*pp. 11- 74*).* Oxford, England: Elsevier.

Presentations (total: 77)

Reichin, S. L., (co-chair) & **Hunter, S. T.** (co-chair) (April 2021). How IO Psychology can contribute to the study of terrorism. Symposium (virtual) at the annual Industrial & Organizational Psychology Conference, Austin, TX.

Hunter, S. T., (co-chair) Lovelace, J. B.(co-chair), & Walters, K (co-chair). (April, 2021). *What's new with the CIP model of Leadership Research?* Novel advancements and applications. Symposium (virtual) at the annual Industrial & Organizational Psychology Conference, Austin, TX.

Nguyen, T., Walters, K. N., & Hunter, S. T. (April, 2021). Fair-weather folks or team players? Rejected ideas, fairness, and idea implementation. Poster presented (virtual) at the annual Industrial & Organizational Psychology Conference, Austin, TX.

Neely, B. H., Allen, J. B., Cushenbery, L., Gutworth, M., & Hunter, S. T. (April, 2019). *Resolving the originality paradox via signaling theory: The role of "pitch" quality.* Poster presented at the annual Industrial & Organizational Psychology Conference, Washington, D.C.

Allen, J., Jayne, B., & **Hunter, S. T**. (April, 2019). *Dual leadership*. In Individual differences predicting team level conflict. In Leader Dyads: Impacts on Creativity and Leader Relationships (S. Lanzo, Chair). Symposium at the annual Industrial & Organizational Psychology Conference, Washington, D.C.

Crayne, M. & **Hunter, S. T**. (April 2019). *Mistakes matter: Exploring follower responses to leader error characteristics*. Poster presented at the annual Industrial & Organizational Psychology Conference, Washington, D.C.

Hunter, S. T. (April 2019). *The leadership and innovation lab at Penn State. In L. Johnson (Chair). Running the lab (or not): Best practices for student-faculty research collaborations*. Panel at the annual Industrial & Organizational Psychology Conference, Washington, D.C.

Heinen, R. L., Nguyen, T., Allen, J. B., & **Hunter, S. T.** (April, 2019). *Creative climate and dimensionality*. In M. Gelfand (Chair): In pursuit of innovative cultures and climates: A multimethod and multilevel view. Symposium presented at the annual Industrial & Organizational Psychology Conference, Washington, D.C.

Neely, B., Lovelace, J. B., Kundro, T. G., England, S., & **Hunter, S. T.** (April, 2018). *Playing experience and NFL head coaching success: An action learning perspective*. Poster presented at the annual Industrial & Organizational Psychology Conference, Chicago, IL.

Hunter, S. T., & Cushenbery. L. (April, 2018**).** *Driving innovation in organizations by fostering effective change*. Seminar at the annual Industrial & Organizational Psychology Conference, Orlando, FL.

Allen, J., Swigert, K. L., **Hunter, S. T**., & Marhefka, J. (April, 2018). *The cost of charisma: Context matters.* Poster presented at the annual Industrial & Organizational Psychology Conference, Chicago, IL.

Gutworth, M., & Hunter, S. T. (April, 2018). *Leader-follower fit and creativity: Different needs for different stages*? Poster presented at the annual Industrial & Organizational Psychology Conference, Chicago, IL.

Lovelace, J., Neely, B., & **Hunter, S. T.** (2017, April). *Advancing the CIP Model of Leadership.* Symposium at the annual Industrial & Organizational Psychology Conference, Orlando, FL.

Gutworth, M. & **Hunter, S. T**. (2017, April). The effect of leader-follower fit across creativity stages. Poster presented at the annual Industrial & Organizational Psychology Conference, Orlando, FL.

Crayne, M., Neely, B., & **Hunter, S. T**. (2017, April). Leaders in the laboratory: A meta-analysis of laboratory efficacy. Poster presented at the annual Industrial & Organizational Psychology Conference, Orlando, FL.

Neely, B.H., & **Hunter, S. T**. (2017, April). To disclose or not to disclose: Investigating stereotypes of autism. Poster presented at the annual Industrial & Organizational Psychology Conference, Orlando, FL.

McKay, A. S., **Hunter, S. T.,** Meisel, C. Miller, S. R., & Starkey, E. (2016, August). *Harnessing the power of fixation in design creativity*. Poster presented at the American Psychology Association, Denver, CO.

Starkey, E., Miller, S. R., McKay, A., Mesel, C., & **Hunter, S. T.** (2016, May). *Dissecting creativity: How dissection virtuality, analogical distance, and product complexity impact creativity and self-efficacy.* Poster presented at The Design, Computing, and Cognition Conference, Chicago, IL.

Lovelace, J., Neely, B., & **Hunter, S. T.** (2016, April). *Advancing the CIP model of leadership: A scale development effort*. Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Neely, B., Eubanks, D., & **Hunter, S. T**. (2016, April). *Who (or what) to blame: Subordinate attributions of leader errors*. Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Jayne, B., & **Hunter, S. T.** (2016, April). *Examining the impact of dual leadership on team innovation*. Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Neely, B., Lovelace, J., Kundro, T., & **Hunter, S. T**. (2016, April). *Creative climate measurement: A multilevel scaling approach.* Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Weaver, K., Jones, K., & **Hunter, S. T.** (2016, April). *The impact of leader error on leadership ratings.* Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Gutworth, M. B., & **Hunter, S. T**. (2016, April). *Learning goal orientation and the creativity-deviance relationship.* Poster presented at the Society for Industrial and Organizational Psychology annual conference.

Gutworth, M. & **Hunter, S. T.** (2015, April). *The dark side of creativity: An intervention to deter deviance.* Poster presented at the 30th annual Industrial and Organizational Psychology Conference, Philadelphia, PA.

Crayne, M. & **Hunter, S. T.** (2015, April). *Pride or partnership: The relationship between ambition and information sharing.* Poster presented at the 30th annual Industrial and Organizational Psychology Conference, Philadelphia, PA.

Hunter, S. T. (2015, April). *Uncharted waters: Navigating selection, disclosure, & employees with disabilities*. (Chair). Panel discussion at the 30th annual Industrial and Organizational Psychology Conference, Philadelphia, PA.

Lovelace, J., Cushenbery, L., & **Hunter, S. T.** (2015, April). *Is being a jerk necessary for creativity?* In. K. Nei (Chair). Individual differences and the creative process: Implications for talent identification. Symposium at the 30th annual Industrial and Organizational Psychology Conference, Philadelphia, PA.

Hunter, S. T. (2013, April). An academic view of the intersection between research and practice. In K. Shockley (Chair) and E. Stehura (Co-chair). *The intersection of research and practice: Effectively using partnerships so research sticks*. Theme Track at the 28th annual Industrial & Organizational Psychology Conference, Houston, TX.

Hetrick, A., Cushenbery, L., Fairchild, J., & **Hunter, S. T.** (2013, April). *Gender and leader recovery from task and relationship-oriented mistakes.* Poster presented at the 28th annual Society for the Industrial & Organizational Psychology Conference, San Diego.

Cushenbery, L., & **Hunter, S. T.** (2013, April). *Apologies are risky: Follower perceptions of leader recovery from mistakes.* Poster presented at the 28th annual Society for the Industrial & Organizational Psychology Conference, San Diego.

Hunter, S. T., Fairchild, J., & Cushenbery, L. (2013, April). Leadership in sports: A tale of two studies. In B. Hoffman's (Chair). *From scorelines to bottom lines: Sports data and management theory*. Symposium at the 28th annual Industrial & Organizational Psychology Conference, Houston, TX.

Fairchild, J., Cushenbery, L., Maneotis, S., Drescher, A., & **Hunter, S. T** (2013, April). Individual differences predicting team level conflict. In R. Reiter-Palmon's (Chair). *The effect of individual differences on team processes.* Symposium at the 28th annual Industrial & Organizational Psychology Conference, Houston, TX.

Fairchild, J., Cushenbery, L., Maneotis, S., Drescher, A., & **Hunter, S. T**. (2013, April). Task and relationship conflict as predictors of team creativity. In T. Xiong's (Chair). *Fostering creativity and innovation within teams: Challenges and opportunities.* Symposium at the 28th annual Industrial & Organizational Psychology Conference, Houston, TX

Thoroughgood, C., Sawyer, K., & **Hunter, S. T.** (2012, April). *Real men don't make mistakes.* Poster presented at the 27th annual Society for the Industrial & Organizational Psychology Conference, San Diego.

Lovelace, J. B., Medeiros, K., Hetrick, A. L., & **Hunter, S. T.** (2012, April). *Leaders Influencing Creative Performance Throughout the Creative Process.* Poster presented at the 27th annual Society for the Industrial & Organizational Psychology Conference, San Diego.

Fairchild, J. & **Hunter, S. T.** (2012, April). *The interaction of conflict and participative safety on team creativity*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.

Parr, A. D., & **Hunter, S. T.** (2012, April). *The Role of Transformational Leadership for Employees with Autism Spectrum Disorder*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Hunter, S. T. (2011, August). *Leading for innovation*. Presentation at the annual American Psychological Association Conference, Washington, D.C.

Cushenbery, L., Fairchild, J. & **Hunter, S. T**. (2011, August). *Psychological safety, creativity, and agreeableness: Creative performers don't always have to be jerks.* Paper presented at the annual Academy of Management Conference, San Antonio, TX.

Willis, D. Simpson, T., Henn, R., **Hunter, S. T.,** Purao, S. (2010, June). *From border skirmishes to strategic alliances: Barriers to design innovation and collaboration between architects and engineers, and an opportunity for moving beyond them*. AEC Innovation Conference, State College, PA.

Tate, B. W., Lindsay, D. R., & **Hunter, S. T.** (2010, August). *Implicit followership theories: Traits associated with effective followers.* Paper presented at the 118th annual American Psychological Association conference, San Diego, CA.

Cassidy, S., Cushenbery, L., & **Hunter, S. T.** (2010, August). *Evidence supporting the multi-level factor structure of creative climate.* Poster presented at the 118th annual conference for the American Psychological Association, San Diego, CA.

Hunter, S. T. (2010, April) (moderator). *Lighting the spark: Organizational practices that ignite innovation*. Panel Presentation with Google, IDEO, Previsor, and Oliver Wyman at the 24th annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Hunter, S. T., Thoroughgood, C., & Cassidy, S. (2010, April). *Leading innovative teams*. In G. S. Ligon's (Chair), Human Resource Management Interventions for Innovation. Symposium at the 24th annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Cushenbery, L., Fairchild, J., & **Hunter S. T.** (2010, April). *Creative climate in virtual environments*. Poster presented at the 24th annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Ligon, G. S., Leahy, Z., Versella, M., Troyan, C., Gibson, P., **Hunter, S. T**., & Boatman, J. (2010, April). *The business of ideology: Organizational structure determinants of performance.* Poster presented at the 24th annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Hocker, E., Wood, M., **Hunter, S. T.,** & Ligon, G. S. (2010, March). *Impact of intrinsic motivation on strength-focused models versus problem-focused models in the revision of creative ideas*. Paper presented at the annual Perspectives on Creativity Conference, Philadelphia, PA.

Fairchild, J., Hunter, M. D., Ligon, G. S., & **Hunter, S. T**. (2010, April). *The theoretical implications of leading employees with autism spectrum disorder.* Poster presented at the 24th annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Simpson, T. W., **Hunter, S. T.,** Bryant-Arnold, C., Parkinson, M., Barton, R., Celento, D. and Messner, J. (2009) Interdisciplinary Graduate Design Programs: Results and Recommendations from a NSF Workshop, *2009 ASME Design Engineering Technical Conference Proceedings*, ASME Publishing, New York, NY.

Tate, B. W., Lindsay, D., & **Hunter, S. T.** (2009, August) *Implicit followership theories: Developing a measure of what leaders value in their followers.* Paper presented at the Academy of Management Conference, Chicago, IL.

Bedell-Avers, K. E. (Chair), & **Hunter, S. T.** (Co-chair) (2009, April). *Methods for success: An examination of critical leadership issues*. Symposium at the 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Hunter, S. T., Thoroughgood, C. & Cushenbery, L. (2009, April). Multilevel leadership: Emerging questions. In Bedell-Avers, K. E. (Chair), & Hunter, S. T. (Co-chair) *Methods for Success: An examination of critical leadership issues.* Symposium at the 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Cushenbery, L., Thoroughgood, C., & **Hunter, S. T**. (2009, April). *Impact of leader error on subordinate trust: An experimental investigation*. Poster presented at 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Friedrich, T., **Hunter, S. T.,** Bedell-Avers, K. E., Eubanks, D., Shipman, A., Connelly, S. & Mumford, M. D. (2009, April). *Examining the relationship between leader type and inter-country disputes.* Poster presented at 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Cleveland, J. N., McCarthy, A., Jones, A., Sawyer, K., Foo, S. C., & **Hunter, S. T.** (2009, April). An emerging workforce: Older women's work life characteristics and perceptions. In B. Baltes (Chair) and J. Barnes-Farrell (Co-chair) *Making Strides to Understand an Aging Workforce.* Symposium at 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Masters, C., Okudan, G., & **Hunter, S. T.** (2009, June). Design process learning and creative processing ability: Is there a correlation? American Society for Engineering Education Annual Conference & Exposition Proceedings, Austin TX.

Hunter, S. T., Cushenbery, L., & Thoroughgood, C. (2009, April). The paradoxes of leading for innovation. In J. Farr (Chair) and R. Bledow (Co-chair) *Leadership and Innovation: What we know and need to know*. Symposium at 23nd Annual Conference for the Society of Industrial and Organizational Psychologists, New Orleans, LA.

Hunter, S. T. (2008, August). How to publish in the Leadership Quarterly. In B. Hoag (Chair). *Improving your chances of publishing in a top-tier journal*. PDW at the 2008 Annual Conference for the Academy of Management, Anaheim, CA.

McArthy, A., **Hunter, S. T.,** Cleveland, J. N., Grady, G., Darcy, C., & Kirrane, M. (2008, August). In A. McArthy and J. N. Cleveland's (Chairs). *Cascading Effects of HR and Line Manager Attitudes on Employee Work-life Balance.* Symposium presented at the Annual Conference for the Academy of Management, Anaheim, CA.

Cleveland, J. N., Jones, A. M., **Hunter, S. T.,** Harrison, M. M., Almeida, D., O'Neill, J. W., & Davis, K. (2008, August). Performance climate, job/home demands and work/family spillover in a multilevel context. In A. McArthy and J. N. Cleveland's (Chairs). *Cascading Effects of HR and Line Manager Attitudes on Employee Work-life Balance.* Symposium presented at the Annual Conference for the Academy of Management, Anaheim, CA.

Hunter, S. T., (Chair) & Bedell-Avers, K. E. (Co-chair) (2008, April). *Critical and Emerging Topics in the Study of Leadership.* Symposium at the 22nd Annual Conference for the Society of Industrial and Organizational Psychologists, San Francisco, CA.

Bedell-Avers, K. E., **Hunter, S. T.,** & Friedrich, T. L. (2008, April). Examining leader errors – qualitative analysis of quantitative data. In S. T. Hunter (chair) and K. E. Bedell-Avers (co-chair) *Critical and Emerging Topics in the Study of Leadership.* Symposium at the 22nd Annual Conference for the Society of Industrial and Organizational Psychologists, San Francisco, CA.

Bedell-Avers, K.E., **Hunter, S. T**., Angie, A., Eubanks, D.E., & Mumford, M.D. (2008, April). *An examination of high-level leader-leader interactions.* Poster presented at the 22nd Annual Conference for the Society of Industrial and Organizational Psychologists, San Francisco, CA.

Vessey, B., Bedell-Avers, K.E., & **Hunter, S. T.** (2008, April). *Impact of situational framing and complexity on charismatic, ideological and pragmatic leaders: Investigation using a computer simulation.* Poster presented at the 22nd Annual Conference for the Society of Industrial and Organizational Psychologists, San Francisco, CA.

Masters, C. B., Schuurman, M., Okudan, G., & **Hunter, S. T**. (2008, July). *Is there a missing link between breadth and depth?* Paper presented at American Society for Engineering Annual Conference & Exposition, Pittsburgh, PA.

Mumford, M. D., **Hunter, S. T.,** & Bedell, K. E. (2007, August). Quantitative analysis of quantitative data: Understanding outstanding leadership. In S. Harrison (chair) *Adding to our Knowledge of Leadership: Using Qualitative Methods to Push Theoretical Boundaries*. Symposium at the Academy of Management Annual Meeting. Atlanta, GA.

Bedell, K. E., **Hunter, S. T.,** Angie, A. A., & Vert, A. (2007, April). Charismatic leaders are not the only ones: An examination of Machiavellianism and alternative forms of outstanding leadership. In W. C. Borman and G. R. Ferris (Co-Chairs) *Political Skill, Influence Behavior, and Work Outcomes*. Symposium at the 21st Annual Conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

Hunter, S. T., Bedell, K. E., & Mumford, M. D. (2007, April). *Climate for creativity: A quantitative review*. Interactive poster presented at the 20th Annual Conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

Mumford, M., & **Hunter, S. T.** (2006, May). Creativity and innovation: Cross-level paradoxes. In J. L. Farr (Chair) *Creativity and Innovation in Work Organizations: Multi-Level Perspectives*. Symposium at the 21th Annual Conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

Bedell, K. E., **Hunter, S. T.,** Eubanks, D. E., Espejo, J., Connelly, S. M., & Mumford, M. D. (2006, April). *Sources of leader violence: Comparison of ideological and non-ideological leaders*. Poster session presented at the annual meeting for the Society for Industrial and Organizational Psychology, Dallas, TX.

Hunter, S. T., Scott, G. M., Bedell, K., Espejo, J., Sohl, L., Connelly, S. M., & Mumford, M. D. (2005, April). *Career experience and scientific performance*. Poster presented at the 20th Annual Conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.

Mumford, M., Scott, G., Strange, J. Bedell, K., & **Hunter, S. T.,** (2005, April). Creative Problem Solving. In M. D. Mumford (Chair) *Types of Outstanding Leadership: Advancements from a Sensemaking Approach*. Theoretical Advancement Symposium at the 20th Annual Conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.

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*. Poster presentation at the 2004 ORI Research Conference on Research Integrity. San Diego, CA.

Fortunato, V. J., Goldblatt, A. M., **Hunter, S. T.,** Baker, K. M., & Kudisch, J. (2004, April). *Multisample examination of goal-orientation profiles using cluster analysis*. Poster session presented at the annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.

Fortunato, V. J., Baker, K. M., Goldblatt, A. M., & **Hunter, S. T.** (2004, April). *Goal orientation, stress, and job attitudes among customer service personnel*. Poster session presented at the annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.

Hunter, S. T., & Metzger, R. (2002, April). *The preliminary development of a forced-choice creativity instrument*. Poster session presented at the annual meeting for the Society for Industrial Organizational Psychology, Toronto, Ontario, Canada.

Manuscripts in Progress

Hunter, S. T., Walters, K., Nguyen, T., Manning, C., & Miller, S. R. (2021). Malevolent creativity and innovation. *Creativity Research Journal.* Manuscript under review.

Hunter, S. T. **Cushenbery, L., & **Gutworth, M. (2021). Bias against originality: The role of uncertainty. *Journal of Creative Behavior.* Manuscript under review.

Crayne, M., **Neely, B., & **Hunter, S. T. (2021). A meta-analytic investigation of research setting effects in leadership research. *Leadership Quarterly*. Invited revision (2nd round).

Hunter, S. T., **Lovelace, J. B., **Neely, B., & **Allen, J. (2021). Equifinality and CIP theory. *Personnel Psychology.* Manuscript under review.

Allen, J., & **Hunter, S. T. (2021). Burning the candle at both ends: An examination of middle-manager well-being. *Journal of Occupational Health Psychology.* Invited revision.

Allen, J., **Jayne, B., & **Hunter, S. T. (2021) When Two Heads Are Better Than One: Examining Leadership Structure at Different Stages of the Creative Process. *Creativity and Innovation Management.* Invited revision.

Awarded Grants and Contracts (*2.2 million awarded as PI or Co-PI*)

PI: Hampering malevolent creativity through design fixation, Department of Homeland Security (DHS), University of Nebraska Omaha's Center of Excellence (COE), 85,000 (Summer 2020).

Co-PI: Improving the validity and reliability of creativity ratings in engineering design, National Science Foundation, CMMI (067E, 068E, 9102: 399,000.00 (Fall, 2017)

Co-PI: Understanding the impact of virtual product dissection on design innovation, National Science Foundation, 350,000.00 (Fall 2016)

PI: Team training and creativity, National Science Foundation, CMMI – Engineering Design, Grant No. CMMI-0928644, 350,000.00 (Fall 2009)

PI: Leader errors in malevolent organizations – UK Government (Home Office), 450,000.00

Co-PI: From Bomb to Bomb-Maker: Developing a social network analysis model for the IED process, ONR BAA 08-025, 840,000.00

Co-PI: Interdisciplinary Graduate Design Programs, National Science Foundation, CMMI – Engineering Design, Grant No. CMMI-0829557, 49,957.00 (Summer, 2008)

Co-PI: Collaborative Research – National Science Foundation Workshop Series: Interdisciplinary Design. Grant No. CMMI-0847181, 30,000.00 (Fall 2008)

Investigator: Quantifying the Benefits and Costs of Live Fire Training at UMSC Ranges, Grant No. M67854-05-D-5153, 584,650.00

Consulting Clients and Industry Partners

- United Airlines
- North Atlantic Treaty Organization (NATO Transformation Command)
- Arkema
- Oakley
- Lockheed Martin
- Epic Games
- Google
- Development Dimensions International (DDI Consulting)
- Penn State Human Resources
- Penn State Development Office
- National Association of County and City Health Officials
- Transportation Research Board of the National Academies
- Smuckers
- Johnson & Johnson
- Big Heart Pet
- Pennsylvania State Educational Association

Press

CNN
Fortune magazine
Business Insider
Yahoo.com
Inc.com
Fastcompany.com
Pacific standard magazine
bigthink.com
The week magazine
Psych Science (aps)

Professional Affiliations/Activities

- Society for Industrial and Organizational Psychology
- Academy of Management
- American Psychological Association
- Fellow (former) – International Center for the Study of Terrorism
- Fellow (current) – International Society for the study of Creativity and Innovation
- Member of Penn State's Interdisciplinary Center for Research in Design and Innovation

Professional Awards & Recognition

- Finalist for graduate student mentoring award at Penn State (2021)
- Finalist for graduate student mentoring award at Penn State (2020)
- Nominated for Penn State teaching award (Milton Eisenhower award) in 2020; one of 5 finalists out of 3000 eligible faculty
- Editor's choice paper award – *Journal of Business and Psychology* (2015) for: **Hunter, S. T.**, & Cushenbery, L. (2015). Is being a jerk necessary for originality? Examining the role of disagreeableness in the sharing and utilization of original ideas. *Journal of Business and Psychology.*
- Psychology faculty marshal Spring 2016
- Liberal arts faculty marshal Fall 2016
- "Seshi" annual award for outstanding reviewer – The Leadership Quarterly (2014)
- Most cited paper award (2007-2011) – *The Leadership Quarterly*, for: The typical leadership study, assumptions implications and potential remedies (Hunter, Bedell-Avers, & Mumford, 2007).
- "Seshi" annual award for outstanding reviewer – *The Leadership Quarterly* (2009)
- Center for Creative Leadership's 2008 best paper award in the *Leadership Quarterly* for: Ligon, G. S., **Hunter, S. T.,** & Mumford, M. D. (2008). Development of outstanding leadership: A life narrative approach. *Leadership Quarterly, 19,* 312-334.

Professional Service

- Associate Editor, *Journal of Business and Psychology*, 2021 - present
- Associate Editor, *Creativity Research Journal*, 2020 - present
- Editorial Board, *The Leadership Quarterly,* 2007 – present
- Editorial Board*, The Journal of Creative Behavior,* 2011 – present
- Editorial Board, *The Journal of Business and Psychology,* 2014 – present
- Editorial Board, *Psychology of Aesthetics, Creativity and the Arts,* 2017 – present
- Editorial Board, *Frontiers in Psychology*, 2018-present
- Review Panelist, National Science Foundation, summer 2017
- Reviewer, APA Dissertation Award, 2009
- Ad-hoc reviewer, *Journal of Applied Psychology*, 2014
- Ad-hoc reviewer, *European Journal of Work and Organizational Psychology*, 2012
- Ad-hoc reviewer*, Journal of Applied Social Psychology,* 2010
- Ad-hoc reviewer, *Journal of Managerial Psychology,* 2010
- Ad-hoc reviewer, *Journal of Creative Behavior,* 2010, 2011

- Ad-hoc reviewer, *Journal of Occupational and Organizational Psychology,* 2009, 2012
- Ad-hoc reviewer, *Applied Psychology: An International Review,* 2009
- Ad-hoc reviewer, *Society for Industrial and Organizational Psychology: Perspectives on Science and Practice,* 2009
- Ad-hoc reviewer, *Psychology of Arts, Creativity, and Aesthetics,* 2008
- Reviewer, *Society for Industrial and Organizational Psychology Conference* 2007-present
- Invited speaker at the Army War College, Carlisle PA, 2017
- Invited speaker academic leadership forum, Penn State University, 2016
- Invited speaker: University of Nebraska Medical Center, 2015
- Invited speaker: DDI, 2015
- Invited speaker: SUNY Stony Brook, 2015
- Invited speaker: University of Georgia, 2013
- Invited speaker: University of Akron, 2012
- Invited speaker: Savannah State University, 2012
- Invited guest lecture: Penn State Outreach Program, titled: Leading for Innovation, 2010
- Invited guest lecture: Penn State Entrepreneurial Society, titled: "Paradoxes of leading for innovation", 2010
- Invited guest lecture: "Outstanding leadership" – Leadership, Price College of Business University of Oklahoma, 2006
- Invited lecture: "Teams and leadership – a natural fit" – LEND, University of Oklahoma Health Sciences Center, 2005
- Invited speaker at the Feldschrift leadership conference (October 2007) honoring James Hunt: "The Impact of Situational Framing and Complexity on Charismatic, Ideological, and Pragmatic Leaders: Investigation Using a Computer Simulation."

Student Advising (16 graduate students, 7 undergraduate honors theses)

- Anthony Roberson Master's thesis (current)
- Kayla Walters – Dissertation (current)
- Tin Nguyen – Master's thesis (current)
- Rachel Heinen – Master's Thesis (completed 2018) & Dissertation (current)
- Julian Allen – Master's Thesis (completed 2018) & Dissertation (current)
- Brett Neely – Master's thesis (completed 2016) & Dissertation (current) – currently assistant professor
- Bradley Jayne – Thesis (completed 2015) & Dissertation (completed 2017)
- Melissa Gutworth – Master's Thesis (completed 2014) & Dissertation (completed 2017) – currently assistant professor
- Matthew Crayne – Master's thesis (completed 2014) & Dissertation (completed 2016) – currently assistant professor
- Jeffery Lovelace – Master's Thesis (completed 2011) & Dissertation (completed 2017) – currently assistant professor
- Joshua Fairchild – Master's Thesis (completed 2010) & Dissertation (completed 2013) – currently associate professor
- Liliya Cushenbery – Master's thesis (completed 2009) & Dissertation (completed 2012) – currently associate professor
- Christian Thoroughgood – Master's thesis (completed 2009) & Dissertation (completed 2013) – currently assistant professor
- Scott Cassidy – Dissertation (completed 2010)
- Alissa Parr – Master's Thesis (completed 2011) and Dissertation (completed 2013)
- Amanda Drescher – Master's Thesis (completed 2015)
- Kelly Coleman– Undergraduate Honor's Thesis (completed 2019)
- Caro Speiss – Undergraduate Honor's Thesis (completed 2017)
- Timothy Kundro – Undergraduate Honor's Thesis (completed 2016 – currently assistant professor)
- Tyler Mulhearn – Undergraduate Honor's Thesis (completed 2012)
- Andrea Hetrick – Undergraduate Honor's Thesis (completed 2012 – currently assistant professor)
- Christin Tripi – Undergraduate Honor's Thesis (completed 2009)
- Courtney Phillips – Undergraduate Honor's Thesis (completed 2011)

Undergraduate Placement from Research Lab (21 students in PhD programs, 8 in masters programs)

- Andrea Hetrick, PhD University of Georgia – currently assistant professor @ University of New Mexico
- Kelsey Mederios, PhD University of Oklahoma – currently assistant professor @ University of Nebraska, Omaha
- Tim Kundro, PhD Wharton – currently assistant professor @ Notre Dame
- Ron Vega, PhD George Mason University
- Erica Greim, PhD University of Akron
- Tyler Mulhearn, PhD University of Oklahoma

- Jenna Shapiro, PhD University of Connecticut
- Megan Naude, PhD Colorado State University
- Tyler Slezak, PhD University of Akron
- Samantha England, PhD University of Oklahoma
- Frank Shu, PhD Illinois Institute of Technology
- Jerod White, PhD George Washington University
- Salvatore Affinito, PhD University of North Carolina
- Casher Belinda, PhD University of North Carolina
- Jessie Cooperstein, PhD DePaul University
- Liana Kreamer, PhD University of North Carolina Charlotte
- Ashley Niler, PhD Northwestern
- Kristin Swigert, PhD Penn State University
- Luke Kayga, PhD Baruch University
- Shannon Hitchcock, PhD University of Alabama
- Stephanie Jeffer, M.S. Appalachian State University
- Brian Walker, M.A. Hofstra
- Carson Custer, M.A. Hofstra
- Talor Lender, M.S. Xavier
- Samantha Stelman, M.S. Colorado State University
- Kristin D'Antonio, M.S. Appalachian State University
- Kelly Coleman, M.S. Xavier University
- Zach Swetz, M.S. Middle Tennessee State University