

**VITA**  
May 30, 2017

**NAME:** **Ginamarie Scott Ligon**, Director of Radicalization and Violent Extremism (RAVE),  
The Center for Collaboration Science  
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**EDUCATION**

Ph.D.                      University of Oklahoma, Industrial and Organizational Psychology, 2004  
M.S.                      University Oklahoma, Industrial and Organizational Psychology, 2002  
B.S.                      Southwestern Oklahoma State University, Psychology, 2000, Summa cum Laude

**RESEARCH INTERESTS**

My research area can be categorized into the broad topic of high level talent and individual differences. Within this area, I am most interested in the measurement and development of leadership, both in its productive and malevolent forms. Another theme found throughout my research is the development of measurement techniques to assess extreme behaviors in laboratory and applied settings.

**PUBLICATIONS**

Journal Articles \*connotes student co-author

1. Shelton, H.S., Elson, J.S., Derrick, D.C., & **Ligon, G.S.** (May, 2017). Using oculometrics and job analyses for knowledge workers. *Journal of Organizational Behavior and Psychology*. (under review).
2. Logan, M., Derrick, D.C., & **Ligon, G.S.** (May, 2017). Innovation in the Jihad Industry. *Journal of Homeland Security*. (under review).
3. Derrick, D.C., & **Ligon, G.S.**, Miles, E.P., Lundmark, L., & Elson, J.\* (2017). Collaborative distance: Multi-level analysis framework for recommending collaboration structure and safeguards. *Proceedings from the 2017 Hawaii International Conference on System Sciences, Oahu, HI*.
4. Derrick, D. C., **Ligon, G. S.**, Harms, M.\*, & Mahoney, W. (2017). Cyber-Sophistication Assessment Methodology for Public-Facing Terrorist Web Sites. *Journal of Information Warfare*, 16, 13-30.
5. Windisch, S.\*, Simi, P., **Ligon, G.S.**, McNeel, H.\* (2017). Disengagement from ideologically-based and violent organizations: A systematic review of the literature. *Journal for Deradicalization*, 9.
6. Hunter, S. T., Shortland, N. D., Crayne, M. P., & **Ligon, G. S.** (2017). Recruitment and selection in violent extremist organizations: Exploring what industrial and organizational psychology might contribute. *American Psychologist*, 72(3), 242.
7. **Ligon, G.S.**, & Scott, R. (2016). Book Review: Whether to kill: The cognitive maps of violent and nonviolent individuals. *Criminal Justice Review*, 0734016816657136.

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8. Cushenbery, L., Hunter, S.T., & **Ligon, G.S.** (2016). Leader errors. *Journal of Creative Behavior*, (in R&R).
  9. Derrick, D.C., **Ligon, G.S.**, Harms, M.\*, & Elson, J.\* (2016). The effects of personality on interactions with automated agents. *Computers in Human Behavior*. (in R&R).
  10. Harris, D.J.\*, Simi, P., & **Ligon, G.** (2016). Reporting Practices of Journal Articles that Include Interviews with Extremists. *Studies in Conflict & Terrorism*, 39(7-8), 602-616.
  11. Lundmark, L., Derrick, D.C., Crowe, J.\*, Lunn, M.\*, & **Ligon, G.S.** (2016, January). An Investigation of Problem Formulation Comprehensiveness on Solution Novelty and Elegance in Team Collaboration. In *2016 49th Hawaii International Conference on System Sciences (HICSS)* (pp. 777-786). IEEE.
  12. Pelletier, I. R., Lundmark, L., Gardner, R.\*, **Ligon, G.S.**, & Kilinc, R. (2016). Why ISIS' Message Resonates: Leveraging Islam, Socio-Political Catalysts and Adaptive Messaging. *Studies in Conflict & Terrorism*, (just-accepted), 1-66.
  13. Arnold, N., Mahoney, W., Derrick, D.C., **Ligon, G.S.**, & Harms, M.H.\* (2015). Feasibility of a Cyber Attack on National Critical Infrastructure by a Non-State Violent Extremist Organization. *Journal of Informatics Security*.
  14. **Ligon, G.S.**, Harms, M.\*, & Derrick, D. C. (2015). Lethal brands: How VEOs build reputations. *Journal of Strategic Security*, 8(1), 27-42.
  15. Zongrone, B.M.\*, Derrick, D.C., & **Ligon, G.S.** (2015). Individual differences that predict interactions in mixed-initiative teams. *Proceedings from the 2015 Hawaii International Conference on System Sciences, Maui, HI*.
  16. Derrick, D. C., & **Ligon, G.S.** (2014). The affective outcomes of using influence tactics in embodied conversational agents. *Computers in Human Behavior*, 33, 39-48.
  17. **Ligon, G.S.**, Simi, P., Harms, M.\*, & Harris, D.\* (2013). Putting the "O" in VEOs: What makes an organization? *Dynamics of Asymmetric Conflict*, 6(1-3), 110-134.
  18. Parr, A. D.\*, Hunter, S. T., & **Ligon, G.S.** (2013). Questioning universal applicability of transformational leadership: Examining employees with autism spectrum disorder. *The Leadership Quarterly*, 24(4), 608-622.
  19. Andrulis, R., **Ligon, G. S.**, & Zongrone, B.\* (2012). Diversity practices between four industries: Implications for practice and research. *Journal of Psychological Issues in Organizational Culture*.
  20. **Ligon, G.S.**, Harris, D.\*, & Hunter, S.T. (2012). Historiometric approaches: Quantifying leader lives. *The Leadership Quarterly Journal, 2012 Special Year-End Issue on Advances in Methodology and Theory*.
  21. Hunter, S.T., Thoroughgood, C.\*, Myers, A.\*, & **Ligon, G.S.** (2011). Managing the paradoxes of leading for innovation. *Psychology of Aesthetics, Creativity and the Arts – Special issue: Innovation in Organizations*, 5(1), 54-66.
  22. Hunter, S.T., Vessey, B.\*, Pesin, L.\*, Johansen, H.\*, Thoroughgood, C.\*, & **Ligon, G.S.** (2011). Theorized mental models of outstanding leaders: A qualitative and quantitative examination using NFL and college head coaches. *Leadership Quarterly*, 22(1), 70-91.
  23. **Ligon, G.S.**, Wallace, J.H.\*, & Osburn, H.K. (2011). Experiential development for leaders of innovation. *Advances in Developing Human Resources*, 13(3), 297-318.
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24. **Ligon, G.S.** & Hunter, S.T. (2010). Putting the development into experiential development. *Journal of Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3(1), 28-32.
  25. **Ligon, G.S.**, Hunter, S.T., & Mumford, M.D. (2008). Development of outstanding leadership: A life narrative approach. *Leadership Quarterly*, 28 (3), 312-334. \*This article won Annual Best Paper of 2008 for the Leadership Quarterly Journal.
  26. 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(2), 337 - 354.
  27. Mumford, M.D., Connelly, M.S., **Scott, G.M.**, 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.
  28. Espejo, J., Day, E.A., & **Scott, G.M.** (2005). Performance evaluations, need for cognition, and the acquisition of a complex skill: an attribute-treatment interaction. *Personality and Individual Differences*, 38, 1867-1877.
  29. **Scott, G.M.**, Lonergan, D.C., & Mumford, M.D. (2005). Conceptual combination: Alternative processes, alternative structures. *Creativity Research Journal*, 17, 79-98.
  30. Lonergan, D.C., **Scott, G.M.**, & Mumford, M.D. (2004). Evaluating Aspects of creative thought: Effects of idea evaluation and revision strategies. *Creativity Research Journal*, 16, 231-246.
  31. **Scott, G.M.**, Leritz, L.E., & Mumford, M.D. (2004). The effectiveness of creativity training: A quantitative review. *Creativity Research Journal*, 16, 361-388.
  32. **Scott, G.M.**, Leritz, L.E., & Mumford, M.D. (2004). Types of creativity training: Approaches and their effectiveness. *Journal of Creative Behavior*, 38, 311-342.
  33. 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(4), 255-290.
  34. Helton-Fauth, W., **Scott, G.M.**, Gaddis, B.H., Brown, R., Devenport, L., Connelly, M.S., & Mumford, M.D. (2003). A new approach to assessing ethical conduct in scientific work. *Accountability in Research*, 10(4), 205-228.
  35. Mumford, M.D., Decker, B.P., Connelly, M.S., Osburn, H.K., & **Scott, G.M.** (2002). Beliefs and creative performance: Relationships across three tasks. *Journal of Creative Behavior*, 36, 153-181.
  36. Mumford, M.D., Lonergan, D.C., **Scott, G.M.** (2002). Evaluating creative ideas: Processes, standards, and context. *Critical Inquiry*.
  37. Mumford, M.D., **Scott, G.M.**, Gaddis, B.H., & Strange, J.M. (2002). Leading Creative People: Orchestrating Expertise and Relationships. *Leadership Quarterly*, 13, 705-750. \*This article was runner-up for Best Paper of 2002 in *The Leadership Quarterly Journal*.
  38. Nail, P.R., Correll, J.S., Drake, C.E., Glenn, S.B., **Scott, G.M.**, & Stuckey, C. (2001). A validation for the preference for consistency scale. *Personality and Individual Differences*, 31, 1193-1202.
  39. Nail, P.R., & **Scott, G.M.** (2000). A social-psychological analysis of President Clinton's remarkable 1998 job approval ratings. *North American Journal of Psychology*, 2, 393-402.
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Peer-Reviewed Book Chapters

1. **Ligon, G.S.** & Derrick, D.C. (in press). Initiating structure and individualized consideration. In M.D. Mumford (Ed.), *Leadership for Creativity*. Routledge.
  2. Breazeale, M., Pleggenkuhle-Miles, E., Harms, M.H., and **Ligon, G.S.** (2015). The Dark Side of Consumer Brand Relationships: Brand Relationships and Violent Extremist Organizations.
  3. Breazeale, M., Pleggenkuhle-Miles, E., **Ligon, G.S.**, & Harms, M.H. (2015). Branding Terror: Building Notoriety in Violent Extremist Organizations. In S. Fournier (Ed.), *Strong Brands, Strong Relationships*. Routledge.
  4. **Ligon, G. S.**, Sporer, K., Fuller, J. & Derrick, D.C. (in press). Creativity of Terrorism. In J. Kaufman (Ed.), *The Handbook of Creativity*.
  5. **Ligon, G.S.** & Derrick, D.C. (2015). VEO leader decision making. In H. Cabayan (Ed.), *The Science of Decision Making*. Strategic Multi-Layer Assessment Quarterly Publication.
  6. **Ligon, G.S.** & Derrick, D.C., (in press). Destruction through collaboration: How terrorists work together toward malevolent innovation. In R. Reiter-Palmon (Ed.), *Teams and Creativity*. Routledge.
  7. Harris, D.J., Reiter-Palmon, R., & **Ligon, G.S.** (2014). Developmental life experiences that contribute to malevolent creativity. In J. Kaufman (Ed.), *Ethics and Creativity*. Elsevier.
  8. **Ligon, G.S.**, Dembroski, K.T., Mapp, R.C., & Zongrone, B.M. (2013). Succession planning for leaders of innovation: Identifying, developing, and tracking creativity leaders. In S. Hemlin (Ed.), *Leadership in Science Technology and Innovation*. Elsevier.
  9. **Ligon, G.S.**, Graham, K., Edwards, A., Osburn, H.K., & Hunter, S.T. (2012). Managing performance for innovation. In M.D. Mumford (Ed.), *The Handbook of Organizational Creativity* (pp. 633-666). Erlbaum.
  10. Wood, M. D., Hocker, E. M., Hunter, S. T., & **Ligon, G. S.** (2012). Impact of strength- versus problem-focus in idea revision. In L. DellaPietra (Ed.), *Perspectives on Creativity, volume 2*. New York: Cambridge Scholars Publishing.
  11. Hunter, S.T., **Ligon, G.S.**, & Thoroughgood, C. (2011). Planning. In M.D. Mumford (Ed.), *The Handbook of Organizational Creativity*. Erlbaum.
  12. Mumford, M.D., Bedell, K., & **Scott, G.M.** (2006). Developmental influences. 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.
  13. Mumford, M.D., Gaddis, B.H., Strange, J.M., & **Scott, G.M.** (2006). Method. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
  14. Mumford, M.D., **Scott, G.M.**, & Hunter, S.T. (2006). Theory. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
  15. Mumford, M.D., **Scott, G.M.**, Marcy, R.T., Tutt, M., & Espejo, J.D. (2006). Development. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
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16. Mumford, M.D., Strange, J.M., Gaddis, B.H., Licuanan, B., & **Scott, G.M.** (2006). Performance. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
17. Mumford, M.D., Strange, J.M., **Scott, G.M.**, Daily, L., & Blair, C. (2006). Leader-Follower Interactions. In M. D. Mumford (Ed.), *Pathways to outstanding leadership: A comparative analysis of charismatic, ideological, and pragmatic leadership*. Mahwah, NJ: Erlbaum Press.
18. Mumford, M.D., Strange, J.M., **Scott, G.M.**, & Gaddis, B.H. (2004). Creative problem-solving in leadership: directions, actions, and reactions. In J.C. Kaufman and J. Baer (Eds.), *Creativity across domains: Faces of the muse* (pp. 205-223). Mahwah, NJ: Erlbaum.
19. Mumford, M.D., **Scott, G.M.**, & Gaddis, B.H. (2003). Leadership in Scientific Organizations. In J. Hurley (Ed.), *The Organizational Aspects of Scientific Effectiveness* (pp. 69-100). Dordrecht, Netherlands: Kluwer.

#### Technical Reports

1. **Ligon, G.S.**, Logan, M., Hall, M., Fuller, J., Derrick, D.C., Church, S. (April, 2017). LEADIR: Ten Groups from the Global Jihad. Technical Report prepared for the Department of Homeland Science and Technology Directorate's Office of University Programs, award number #2012-ST-061-CS0001. College Park, MD: START, 2017.
2. Derrick, D.C., **Ligon, G.S.**, Taylor, J., & Elson, J. (August, 2016). *Task order 56: Test and Evaluation of the Advanced Collaboration Enterprise Service (ACES)*. Technical Report submitted to USSTRATCOM, J6 and the Office of the Secretary of Defense, A2I and RRTO.
3. **Ligon, G.S.** & Scalora, M. (June, 2016). Task Order 39: Intelligence Support for Deterrence Analysis. Technical Report submitted to USSTRATCOM, J2 and the Defense Intelligence Agency.
4. Derrick, D.C., **Ligon, G.S.**, Pleggenkuhle-Miles, E., Lundmark, L., Shelton, H., & Elson, J. (May, 2016). System Design for Revenue System Portal. Submitted to Union Pacific, Finance and IT Departments.
5. **Ligon, G.S.**, Derrick, D.C., Lundmark, L., Pleggenkuhle-Miles, E., & Francis, K. (2015). *Collaborative Distance: An Examination of Public-Private Partnerships in Protecting National Critical Infrastructure*. Technical Report to the Department of Homeland Security, Science and Technology Directorate, Cyber Security Division.
6. **Ligon, G.S.**, Derrick, D.C., & Crowe, J.D. (2015). *USSTRATCOM Fellowship Program: Year Two Review*. Technical Report to USSTRATCOM, J76 Training and Development Directorate.
7. **Ligon, G.S.**, Harms, M., Derrick, D.C., Simi, P., Mahoney, W., Beard, J., Schaefer, M., Brooks, T. (2014). *The Convergence of CyberSpace and CWMD Pathways, Phase II. Final Technical Report*, USSTRATCOM Task Order 31.
8. **Ligon, G. S.**, Harms, M., Crowe, J., Braniff, W., Lundmark, L., and Simi, P., (2014). *Multi-Method Assessment of IS: Organizational Profile*, Report prepared for the Department of Homeland Science and Technology Directorate's Office of University Programs, award number #2012-ST-061-CS0001. College Park, MD: START, 2014.
9. **Ligon, G. S.**, Harms, & Francis, K. (2014). *A LEADIR STUDY: Organizational Brief Profile of the Islamic State's Baghdadi*, Report prepared for the Department of Homeland Science and Technology Directorate's Office of University Programs, award number 2010- ST-061-RE0001. College Park, MD: START, 2014.
10. **Ligon, G. S.**, Harms, M., & Harris, D. J. (2014). *"Organizational Determinants of Violence and Performance: The L.E.A.D.I.R. Study and Dataset Final Report,"* Final Report prepared for the Department of Homeland Science

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and Technology Directorate's Office of University Programs, award number 2010-ST-061-RE0001. College Park, MD: START, 2014.

11. **Ligon, G.S.**, Derrick, D.C., Simi, P., Mahoney, W., & Harms, M. (2014). *The Convergence of CyberSpace and CWMD*. Technical Report, USSTRATCOM Task Order 30.
  12. **Ligon, G.S.**, Friedly, J., Kennel, V. (2014). *Succession Planning for STEMM Leaders in the Federal Government*. Technical Report, IBM Business and Government.
  13. Derrick, D.C., **Ligon, G.S.**, Taylor, J., & Zongrone, B.Z. (2014). *Decision Support Tools for Distributed Teams in Crisis Decision Making*. Technical Report, USSTRATCOM Task Order 23.
  14. **Ligon, G.S.** (2013). Organizational determinants of violence: Research Brief. National Consortium for Studies of Terrorism and Responses to Terrorism (START), August 2013 Newsletter.
  15. **Ligon, G.S.**, Harris, D.J., Harms, M., & Friedly, J. (2013). *Organizational determinants of violence and performance: Introducing the Leadership of the Extreme and Dangerous for Innovative Results (L.E.A.D.I.R) Dataset*. Technical Report to The National Consortium for Studies of Terrorism and Responses to Terrorism (START) and The Department of Homeland Security.
  16. Simi, P., & **Ligon, G.S.** (2013). *Should START researchers embrace the brain?* Discussion Point in February Newsletter, Studies of Terrorism and Responses to Terrorism (START).
  17. Beatty, A., Lefton, R.E., & **Ligon, G.S.** (2007). *Dean Assessment*. Technical Report for Washington University Medical School.
  18. Beatty, A. & **Ligon, G.S.** (2007). *Organizational Structure Analysis*. Technical Report for Texas Mutual Insurance.
  19. **Ligon, G.S.**, Lefton, C., & Lambert, D. (2007). *Selection of Orthopaedic Surgery Residents Using the CPI and 16PF*. Technical Report for the Washington University Department of Orthopaedic Surgery.
  20. Beatty, A., & Ligon, G.S. (2006). *Harley-Davidson Motor Company: An Organizational Redesign Effort*. Technical Report for HDMC.
  21. Bremley, M., Brooks, T., & **Ligon, G.S.** (2006). *IT Organizational Dynamics*. Technical Report for the JC Penney organization.
  22. Brooks, T. & **Ligon, G.S.** (2006). *Profile of the Merchant Organization*. Technical Report for Ross Stores.
  23. **Ligon, G.S.** (2006). *Validation of the 16PF and PRF-E for Leadership Positions*. Technical Report for Proquest Technologies.
  24. Beatty, A. & **Ligon, G.S.** (2005). *Organizational Structure Analysis*. Technical Report for the Harley-Davidson Motor Company.
  25. Beatty, A., Lefton, R.E., **Ligon, G.S.**, & Lambert, D. (2005). *Selection of a New Managing Partner*. Technical Report for Edward Jones.
  26. Mumford, M.D., Connelly, M.S., Devenport, L., Helton-Fauth, W.B., Gaddis, B.H., **Scott, G.M.**, Shaffer, A., & Brown, R.P. (2002). *Organizational Influences on Research Integrity*. Norman, OK: Technical Report for National Institutes of Health, Contract No. 1\*R01\*NS42397-01.
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**MANUSCRIPTS IN PROGRESS**

1. **Ligon, G.S.** (in preparation, data analyzed). Measuring the performance of violent extremist organizations. *Journal of Terrorism and Violence*.
2. **Ligon, G.S.** (in preparation, data analyzed). Innovation in the Jihad Industry: An organizational approach to examining attacks and cyber of high threat terrorist groups. (Outlet TBD)

**PRESENTATIONS AND INVITED ADDRESSES**

1. **Ligon, G.S.**, Logan, M., Derrick, D.C., Church, S. (2017, May). Malevolent Innovation in the Jihad Industry. Invited Talk to the Pentagon, Strategic Multilayer Assessment Group.
  2. **Ligon, G.S.** (2017, April). Leader Development. Panel Discussion at Annual Society of Industrial and Organizational Psychology Conference, Orlando, FL.
  3. **Ligon, G.S.**, Logan, M., Hall, M., Derrick, D.C. (2017, April). Attack and Cyber Innovation of Terrorism. Homeland Security Conference, George Mason University.
  4. **Ligon, G.S.**, Logan, M., Sporer, K., & Harms, M. (2017, April). Leadership and Lethality. Paper presented at the Annual Society of Industrial and Organizational Psychology Conference, Orlando, FL.
  5. **Ligon, G.S.** (2016, December). Organizational Innovation of Daesh. Invited Talk to the Pentagon, Strategic Multilayer Assessment Group.
  6. **Ligon, G.S.** (2016, December). Technical and Cyber Innovation of the Jihad Industry. Invited Talk to the Department of Homeland Security Speaker Series.
  7. **Ligon, G.S.**, & Derrick, D.C. (2016, September). The Business of Terrorism: Inside ISIL, Inc. Invited Talk to the College of Business Administration Speaker Series.
  8. **Ligon, G.S.**, & Logan, M. (2016, September). Comparisons of the Global Jihad, Far Right, and Far Left. Invited Talk to the Rational Empiricists and Skeptics of Nebraska (REASON).
  9. **Ligon, G.S.** (2016, October). Project Brief on LEADIR Findings. Invited Brief to the Annual START Consortium Meeting. Washington DC.
  10. **Ligon, G.S.** (2016, August). Violent Extremism and Radicalization. Invited Talk to State of Oklahoma Fusion Center and Department of Homeland Security.
  11. **Ligon, G.S.**, Windisch, S., & Simi, P. (2016, June). Violent Extremist Organizations: An Inside Look at ISIL and Beyond. Commander's Lecture Series at USSTRATCOM.
  12. **Ligon, G.S.** & Derrick, D.C. (2016, April). The Business of ISIL. President's Council: University of Nebraska.
  13. **Ligon, G.S.** (2015, Sept.). *ISIL Inc.* Invited Address to the Omaha Rotary Association. Omaha, NE.
  14. Derrick, D.C. & **Ligon, G.S.** (2015, Sept.). *ISIL Social Media*. Invited Address to the Homeland Security Advisory Council of the National Governor's Association. Washington, DC.
  15. **Ligon, G.S.** (2015, Sept.). *ISIL Leadership*. Invited Address to Department of Homeland Security, Science and Technology Directorate, University Programs. 1120 Vermont Ave, Washington, DC.
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16. **Ligon, G.S.** & Crowe, J.D. (2015, Sept.). *Leadership and Technology Sophistication of ISIL*. Invited Address to the Strategic Multi-Layer Assessment Group, J39, The Pentagon, Washington, DC.
  17. Derrick, D.C., **Ligon, G.S.**, & Lundmark, L. (2015, May). *Using Neurophysiology in Applied Behavioral Research*. Invited Address to the Omaha Chapter of the Public Relations Society of America. Omaha, NE.
  18. Derrick, D.C., **Ligon, G.S.**, & Simi, P. (2015, April). *Emerging Threats and Strategic Forces Research*. Invited Briefing to Congressman Brad Ashford. Omaha, NE.
  19. Jensen, S., Reiter-Palmon, R., Harland, L., Sands, S., **Ligon, G.**, Derrick, D., de Vreede, G.J., Alothaim, A., & Kocsis, D. (2015, March). Tough Love...or Killing a Dream? Case study at the MBAA Society for Case Research Conference, Chicago, IL.
  20. Reiter-Palmon, R., Sands, S., Kocsis, D., Alothaim, A., **Ligon, G.**, Harland, L., Derrick, D., de Vreede, G.J., & Jensen S. (2015, Aug.). *Self-perception of creativity and creativity training*. Paper at the 2015 American Psychological Association Annual Convention, Toronto, Ontario, Canada.
  21. **Ligon, G.S.** (2014, September). *The Magnetic Appeal of ISIS: Sophisticated Organization and Pragmatic Leadership*. Invited Address to the Strategic Multi-Layer Assessment Group, J39. The Pentagon, Washington, DC.
  22. Harris, D. J., Fuller, J., Simi, P., & **Ligon, G. S.** (2014, September). *Desisting from Hate: Emotional and Cognitive Markers of Former White Supremacists*. Poster presented at the Annual Meeting of the National Consortium for the Study of Terrorism and Responses to Terrorism: Washington, D. C.
  23. **Ligon, G.S.**, Harms, M.H., Harris, D.H. (2014, August). *Personalized Leadership as a Predictor of Performance in Violent Organizations*. Paper presented at Annual Academy of Management Conference, Organizational Behavior Division, Washington, DC.
  24. **Ligon, G.S.** (August, 2014). *An Organizational Approach to Understanding Terrorism*. Collaborative Panel of Division 10, 14, and 8, American Psychological Association Annual Meeting, Washington, DC.
  25. **Ligon, G.S.**, Harms, M.H., Harris, D.J. (August, 2014). *Malevolent Creativity of Terrorist Organizations*. Division 10 Creativity Panel, American Psychological Association Annual Meeting, Washington, DC.
  26. **Ligon, G.S.**, & Derrick, D.C. (April, 2014). *United States Strategic Command Leader Fellowship Program Status*. Invited Address to ADM Cecil Haney, Commander USSTRATCOM, Omaha, NE.
  27. Harms, M., **Ligon, G.S.**, Derrick, D.C., & Harris, D. (March, 2014). *Leader decapitation as an influence strategy for VEOs*. Paper presented in the symposium (Sawyer, J., Chair) on Deterrence of Violent Non-State Actors. International Studies Association Conference, Toronto, Canada.
  28. Read, A., Derrick, D. C., & Ligon, G. S. (2014, January). Developing Entrepreneurial Skills in IT Courses: The Role of Agile Software Development Practices in Producing Successful Student Initiated Products. In 2014 47th Hawaii International Conference on System Sciences (pp. 201-209). IEEE.
  29. Sands, S., Kocsis, D., Reiter-Palmon, R., Alothaim, A., **Ligon, G.**, Derrick, D., Harland, L., Vreede, G.J. de, & Jensen, S. (2013, November). *Using case-based learning for leadership development in rural communities*. Poster presented at the annual Rural Futures Conference, Lincoln, NE.
  30. **Ligon, G.** (October, 2013). *Organizational Determinants of Violence*. Paper presented at the Strategic Multi-Layer Assessment Conference, Washington, DC.
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31. **Ligon, G.** (October, 2013). *Celebrity Leaders of Violent Terrorist Organizations*. Paper presented at START Roundtable, College Park, MD.
  32. **Ligon, G.** (2013, August). *Introducing the LEADIR study and findings*. Technical Out Brief to 33 End-Users from Intelligence and Security Community: Washington, D.C.
  33. Harris, D. J., **Ligon, G.**, Friedly, J., & Harms, M. (2013, October). *Counterterrorism or Counter-Creativity? Framing Terrorism through the Lens of Malevolent Creativity*. Paper presented at the International Studies Association, International Security Studies Section-ISAC Joint Annual Conference: Washington, D.C.
  34. **Ligon, G.S.**, Breazeale, M., Pleggenkuhle-Miles, E., Harms, M., Harris, D.J., & Friedly, J. (May, 2013). *Branding Destruction: Notoriety predictors of performance in violent groups*. Consumer-Brand Relationships Conference, Boston, MA. \*This won the 2013 Best Paper Award at the CBR Annual Conference
  35. **Ligon, G.S.**, Harris, D.J., Harms, M., & Friedly, J. (July, 2013). *Team formalization as a predictor of malevolent creativity in terrorist organizations*. INGroup Annual Conference, Atlanta, GA.
  36. Reiter-Palmon, R., Simi, P., Derrick, D.C., & **Ligon, G.S.** (July, 2013). *Conducting research in interdisciplinary teams*. INGroup Annual Conference, Atlanta, GA.
  37. Harris, D. J., Derrick, D., Simi, P., & **Ligon, G.** (January, 2013). *What Business Leaders Can Learn from Terrorists*. Abstract submitted to UNO's 5th Annual Student Research and Creative Activity Fair, Omaha, NE.
  38. **Ligon, G.S.**, Breazeale, M., Pleggenkuhle-Miles, E., & Harms, M. (May, 2013). *Branding Destruction: Examining Violent Extremist Organizations from a Marketing Framework*. Marketing Association Conference.
  39. Zongrone, B.M., de Vreede, T., & **Ligon, G.S.** (April, 2013). *Personality and Virtual Team Collaborative Problem Solving*. Symposium submitted to the 2013 Society of Industrial and Organizational Psychology Annual Conference.
  40. **Ligon, G.S.** (April, 2013). *Turn Skeptic into Champion: Demonstrating Business Impact to HR*. Panel Discussion submitted to the 2013 Society of Industrial and Organizational Psychology Annual Conference.
  41. **Ligon, G.S.**, Graham, K.A., Zongrone, B.M. (April, 2012). *How to help Millennials lead for innovation*. Symposium submitted to the 2012 Society of Industrial and Organizational Annual Conference.
  42. Brown, N., Winger, L., Eaton, K., & **Ligon, G.S.** (April, 2012). *Effects of feedback and domain specificity on creativity training*. Symposium submitted to the 2012 Society of Industrial and Organizational Annual Conference.
  43. **Ligon, G.S.** (2010, April). *HR Interventions for Innovation (Chair)*. Symposium presented at the 2010 Society of Industrial and Organizational Psychology Annual Conference.
  44. Osburn, H.K., **Ligon, G.S.**, Bedford, A., Bruno, E., Panik, L., Doran, M., & Scherer, K. (2010, April). *Assessing and developing innovative performance*. Symposium presented at the 25<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychology. Atlanta, GA.
  45. **Ligon, G.S.**, Leahy, Z., Versella, M., Troyan, C., Gibson, P., Hunter, S.T., & Boatman, J.E. (2010, April). *Structure differences between violent and non-violent ideological organizations*. Poster presented at the 2010 Society of Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
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46. Fairchild, J., Hunter, M., **Ligon, G.S.**, & Hunter, S.T. (2010, April). *Leading employees with autism*. Poster presented at the 2010 Society of Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
  47. Hocker, E., Wood, M.D., Hunter, S.T., & **Ligon, G.S.** (2010, March). *Evaluating creative ideas*. Presentation at the Annual Perspectives on Creativity Conference at Holy Family University, Philadelphia, PA.
  48. **Ligon, G.S.**, Hunter, S.T., & Mumford, M.D. (2009, August). *Development of outstanding leadership: A life narrative approach*. Invited Colloquium from Center for Creative Leadership for Best Paper Award.
  49. Bruno, E., **Ligon, G.S.**, Doran, M., Wood, M.D., & West, N. (2009, May). Current trends in creativity training. Poster presented at the Association of Psychological Science 21st Annual Convention, San Francisco, CA.
  50. Costigan, C., **Ligon, G.S.**, Doran, M., Panik, L., Curley, M., Osburn, H.K., & Horne, M. (2009, May). Organizational factors associated with job satisfaction among mothers. Poster presented at the Association of Science 21<sup>st</sup> Annual Convention, San Francisco, CA.
  51. **Ligon, G.S.**, Costigan, C., Osburn, H.K., Panik, L., Doran, M., & Curley, M. (2009, May). Mothers look to their mothers when deciding to work. Poster presented at the Association of Psychological Science 21st Annual Convention, San Francisco, CA.
  52. Wood, M.D., **Ligon, G.S.**, Bruno, E., Konikowski, K., & Di Domenico, J. (2009, May). Positive appraisal of creative ideas increases performance on innovative tasks. Poster presented at the Association of Science 21<sup>st</sup> Annual Convention, San Francisco, CA.
  53. Wood, M.D., Recchi, N., Barcza, R., & **Ligon, G.S.** (2008, March). Relationship between Motivation Orientation, Need for Cognition, and the Big Five Personality Factors. Poster presented at the Annual Conference of the Society for Personality Assessment, New Orleans, LA.
  54. Wood, M.D., **Ligon, G.**, Serrano, D., Doran, M., & Horne, M. (2008, May). The Role of Cognitive Focus in Idea Revision: Testing Two Models. Poster presented at the 20th annual convention of the Association for Psychological Science, Chicago, IL.
  55. Hunter, S.T., **Ligon, G.S.**, Bedell, K., Espejo, J., Sohl, L., Connelly, M.S., & Mumford, M.D. (2005, April). Career experience and scientific performance. Poster presented at the 20<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.
  56. Mumford, M.D., **Ligon, G.S.**, 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 20<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.
  57. **Ligon, G.S.**, Espejo, J., Sohl, L., Hunter, S.T., Bedell, K.T., Connelly, M.S., & Mumford, M.D. (2004, November). *Historical misconduct cases: Content coding the bad guys*. Paper presented at the Third Research on Research Integrity Conference. San Diego, CA.
  58. Strange, J.M., **Scott, G.M.**, & Mumford, M.D. (2004, April). *Performance: A comparative analysis of outstanding leaders*. Paper presented at the Gallup Leadership Summit. Omaha, NE.
  59. Espejo, J., Day, E.A., **Scott, G.M.**, Diaz, T. (2003, April). *Skill evaluations, need for cognition*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
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60. **Scott, G.M.**, Leritz, L.E., & Mumford, M.D. (2003, April). *The effectiveness of creativity training: A quantitative review*. Paper presented at the meetings of the Society for Industrial and Organizational Psychology. Orlando, FL.
61. **Scott, G.M.**, Leritz, L.E., & Mumford, M.D. (2003, April). Creativity training. Poster presented at the Second Sooner Psychology Conference. Norman, OK.
62. Mumford, M.D., **Scott, G.M.**, Gaddis, B.H., & Strange, J.M. (2002, March). *Leading Creative People: Orchestrating Expertise and Relationships*. Paper presented at the University of Mississippi Leadership Conference, Oxford, MS.
63. Gaddis, B., Devenport, L., Connelly, M.S., Brown, R., Mumford, M.D., & **Scott, G.M.** (2002, November). *A Taxonomic Approach for Studying Scientific Misconduct*. Paper presented at the Second Research Integrity Conference. Washington, DC.
64. Helton-Fauth, W., **Scott, G.M.**, Gaddis, B., Shaffer, A., Connelly, M.S., & Mumford, M.D. (2002, November). *Development of Two Measures of Scientific Integrity*. Paper presented at the Second Research Integrity Conference. Washington, DC.
65. Helton-Fauth, W., **Scott, G.M.**, Gaddis, B., Shaffer, A., Connelly, M.S., & Mumford, M.D. (2002, November). *Development of a Measure of Biodata for the Scientific Community*. Paper presented at the Second Research Integrity Conference. Washington, DC.
66. Mumford, M.D., **Scott, G.M.**, & Gaddis, B.H. (2001, June). *Leading the Unmanageable: Leadership in Scientific Organizations*. Paper presented at the Dublin Symposium on Scientific Effectiveness, Dublin, Ireland.
67. Burgess, M.C. & **Scott G.** (2000, February). Salience of quality versus salience of quantity in face recognition. Poster presentation at the Oklahoma University Research Day Competition Convention of the Oklahoma Psychological Society, Edmond, OK.
68. Nail, P.R., **Scott, G.M.**, Stuckey, C.L., & McCord, M.L. (2000, February). Preference for consistency: construct and scale validation through a new dissonance paradigm. Poster presentation at the Southwestern Oklahoma Research Fair, Weatherford, OK.
69. Burgess, M.C. & **Scott, G.** (2000, April). Stereotype salience and its effects on face recognition. Poster presentation at the OSLEP Convention, Oklahoma.

## TEACHING EXPERIENCE

Fall, 2015 – Present

**University of Nebraska Omaha.** Omaha, NE ASSOC.PROFESSOR  
Principles of Collaboration, Applied Leadership (BSAD 8096, MGMT 4320),  
Project Based Capstone (BSAD 8800); Honors Hate and Terrorism (HON  
3000-099)

Fall, 2012-Summer, 2015

**University of Nebraska at Omaha.** Omaha, NE. ASST.PROFESSOR  
Principles of Collaboration (BSAD 8096, MGMT 4090, ITIN 4090)

Fall, 2006- Spring, 2012

**Villanova University.** Villanova, PA. ASSISTANT PROFESSOR. Psychology  
of Terrorism (PSY 4000), Introduction to Human Resources (HRD 8319),  
Organizational Psychology (PSY 8425), Industrial and Organizational  
Psychology (PSY 2700), Psychometrics (HRD 8340), Research Methods (HRD  
8006), Selection & Termination (HRD 8334)

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**WORK EXPERIENCE**

2012-Present

**Director of Research and Development, The Center for Collaboration Science and Assistant Professor, University of Nebraska at Omaha**

Omaha, NE. Responsibilities: Directing collaborative efforts of multi-disciplinary team of cross-functional UNO-led research; teaching graduate course in principles of collaboration; supervising externally funded projects. Supervisor: Dr. Scott Snyder, Chancellor for Research and Sponsored Projects and Dr. John Erickson, Chairperson for Management Department.

2011-2012

**Assistant Director, Graduate Program in Human Resource Development and Assistant Professor, Villanova University**

Villanova, PA. Responsibilities: Collaborating on leadership of largest graduate program at Villanova University, with 436 students and 26 faculty members. Developed curriculum, recruited faculty, and supervised administrative staff. Supervisor: Dr. Robert Stokes, Vice President of Academic Affairs

2006 – 2011

**Assistant Professor: Department of Psychology and Graduate Programs in Human Resources Development, Villanova University**

Villanova, PA. Responsibilities: Teaching three preparations in Fall and Spring semesters, advising thesis students, supervising undergraduate research, conducting primary research on innovation management, work life balance, and psychology of terrorism; collaborating on administration of Graduate Program in HRD, advising 33 graduate students, and developing mentoring relationships in community.

Supervisor: Dr. Thomas Toppino, Chair, Department of Psychology

2004 – 2011

**Director, Performance Consulting: Psychological Associates**

Clayton, MO. Responsibilities: Working with Human Resource Leaders of public and private organizations in the selection and training of executives; designing organizational surveys; conducting job analyses; analyzing job performance data; delivering assessment feedback to hiring managers and participants; coaching executives; delivering 360 feedback and conducting direct report meetings about results; developing and administering performance management systems; designing and delivering leadership development programs.

Supervisor: Dr. Ann Beatty, President and Chief Operations Officer.

2000-2004

**Research Assistant: University of Oklahoma, Norman, OK.**

Responsibilities: Managing Graduate Student Teams on Central Intelligence Agency Contract, National Institutes of Health Grant, and DoD-IA Polygraph Institute Grant.

Supervisor: Dr. Michael D. Mumford

**GRANTS AND CONTRACTS**

1. Concept of Collaboration during Crises, Co-Principal Investigator [J6, USSTRATEGIC COMMAND, \$250,000]
2. Violent Extremism Research and Advanced Collaboration Enterprise Systems, Co-Principal Investigator [Nebraska Research Initiative, \$400,000]
3. USSTRATCOM Leader Fellowship Program (Task Order 0035), Co-Principal Investigator [J7, USSTRATEGIC COMMAND, \$130,000]
4. Using Eye-tracker Data to Improve Legacy Programming, Co-Principal Investigator [Union Pacific, \$68,000]
5. LEADIR Dataset, Principal Investigator [National Consortium for Studies of Terrorism and Responses to Terrorism, \$69,000]

6. Markers of Leader Deterrence for the Intelligence Community(Task Order 39), Principal Investigator [J2, USSTRATEGIC COMMAND, \$200,000]
7. Leader Narratives (Task Order 44), Co-Principal Investigator [J5, USSTRATEGIC COMMAND, \$100,000]
8. USSTRATCOM Leader Fellowship Program (Task Order 37), Co-Principal Investigator [J7, USSTRATEGIC COMMAND, \$130,000]
9. Collaboration Culture for National Critical Infrastructure Protection, Principal Investigator [DEPARTMENT OF HOMELAND SECURITY, CYBERSECURITY DIRECTORATE, \$150,000]
10. Strategic Leader Profile of al-Baghdadi, Principal Investigator [DEPARTMENT OF HOMELAND SECURITY, START \$75,000]
11. Derradicalization and Desistance from Hate, Co-Principal Investigator [National Institute of Justice, \$621,000]
12. USSTRATCOM Leader Fellowship Program, Co-Principal Investigator [USSTRATEGIC COMMAND, \$90,000]
13. National Decision Making and Collaboration, Investigator [USSTRATEGIC COMMAND, \$500,000]
14. Convergence of Cyber Terrorism and WMD Proliferation: Phase I and II, Principal Investigator [USSTRATEGIC COMMAND, \$200,000]
15. Crowdlearning for Leader Development, Co-Principal Investigator [Rural Futures Institute, \$150,000]
16. Leadership Succession Planning in the Federal Government, Principal Investigator [IBM, \$20,000]
17. Organizational Determinants of Violence in Ideological Groups, Principal Investigator [START and Department of Homeland Security, \$106,250]
18. Recruiting Differences between Violent and Nonviolent Ideological Groups, Principal Investigator [Villanova University, \$15,000]
19. Organizational Characteristics and Leadership of Violent Ideological Groups, Principal Investigator [Villanova University, \$3,500]
20. Job Analysis for Corporate Positions, Consultant [WalMart Inc., \$80,000]
21. Succession Planning for Emerging Leaders, Poultry Group Consultant [Tyson Foods, \$1,200,000]
22. Organizational Design, Consultant [Harley-Davidson, \$250,000]
23. Leader Development for IT Function, Consultant [JCPenney Organization, \$900,000]
24. Organizational Redesign and Succession Planning, Consultant [Texas Mutual Insurance, \$300,000]
25. Succession Planning for Emerging Leaders, Consultant [Emerson, \$400,000]
26. Personality Profiles for Leaders, Contract Co-Lead [Build-A-Bear, \$100,000]
27. Job Analysis for Entry Level Leaders, Contract Co-Lead [Peabody Energy, \$300,000]
28. Development of Coaching and Mentoring Skills, Contract Co-Lead [Bloomingdale's, \$150,000]
29. Leader Succession Planning, Contract Lead [Metal Exchange, \$120,000]
30. Leader Selection and Assessment, Contract Lead [Drury Hotels, \$100,000]
31. Dean Assessment, Contract Co-Lead [Washington University School of Medicine, \$200,000]
32. Selection and Development of Merchant Organization, Contract Co-Lead [Ross Stores, \$80,000]
33. Predictors of Ideological Violence, Project Manager [Central Intelligence Agency, #125-6136, \$400,000]
34. Predictors of Innovation and Integrity, Project Manager [National Institutes of Health, No. 1\*R01\*NS42397-01, \$200,000]

### **SERVICE TO PROFESSION**

- Editor, *Dynamics of Asymmetric Conflict Journal: Pathways toward Terrorism and Genocide*
- Editorial Board Member, *Journal of Creative Behavior*
- Subject Matter Expert for Military Affairs Staff for Senator Deb Fisher and Congressman Brad Ashford
- Presented research at Pentagon seven times in 2013-2016
- Asked to join National Firm's (GfK) advisory board of Key Opinion Leaders (KOL)
- Editorial Board Member, *Journal of Dynamics of Asymmetrical Conflict*
- Ad hoc reviewer, *Journal of Occupational and Organizational Psychology*, *Journal of Personality Assessment*, *Journal of Creative Behavior*, and *Journal of Personality and Social Psychology*, *Journal of Business Ethics*
- Reviewer, 2006-Present Conference Submissions – Society of Industrial and Organizational Psychology
- Reviewer, 2013 Annual Academy of Management Conference Submissions

- Mini-Track Co-Chair, 2012, 2013, 2014, 2015, 2016 Conference Submissions to HICCS, IEEE Society
- Reviewer, 2012 Conference Submissions to Southwest Academy of Management
- Member, Society for Industrial and Organizational Psychology, American Psychological Association, and Academy of Management, Society of Human Resource Management

### **SERVICE TO UNIVERSITY**

- Office of Research and Creative Activity NU System Research Award Representative from UNO
- Presented research to NU Foundation at 2016 Meetings in Scottsdale and Palm Springs
- Developed USSTRATCOM Leader Fellowship Program, first ever leader development program for DoD civilians with a University partner; gained National and Local Media attention for University of Nebraska system. Collaborated with UNMC, UNL, and UNO faculty to instruct in program.
- Treasurer, Phi Kappa Phi (Evaluation Committee – Villanova University)
- Implemented first online Master's Program at Villanova, exceeded enrollment projections by 200%.
- Liaison between Villanova University Administration and Bisk Incorporated (online education provider)
- Serve on NSRI Consequences Management Committee for USSTRACOM UARC

### **SERVICE TO COLLEGE OF BUSINESS**

- Guest Lecturer in the Capstone Course for Drs. Lynn Harland, Miles, Meglich, and Dale Eesley
- Development of the Consumer and Applied Behavioral Research Laboratory, Management Team
- Honors College Committee
- Management Curriculum Review Committee Member
- Cross-Listing courses with IT Innovation Major Teaching Circle Member
- Online Education Teaching Circle Member
- Executive Education Curriculum Committee Member
- Guest Speaker in October, 2012, 2013 for CBA HRA Student Chapter: Careers in Consulting
- Attended Press Conference for National Strategic Research Institute initiative announcement with USSTRATCOM, one of three faculty members asked to attend on behalf of UNO
- Supervised first CBA FUSE Proposal Submission – Samantha Woracek [\$4,000]; this student also was selected for Posters on the Hill for Washington DC for state of Nebraska.

### **SERVICE TO CENTER FOR COLLABORATION SCIENCE**

- Media appearances on behalf of the Center for Collaboration Science to Nebraska Public Radio (June 2017), iHeart Radio Circle of Insight Podcast (May 2017), Omaha World Herald (2015, 2016, 2017), Washington Post (May 2016)
  - Attend weekly Management Team meetings to oversee funded research, fourteen graduate students, office manager, and operations.
  - Organized panel for CCS Annual Seminar (2013), Creating a Culture of Innovation with speakers from USSTRATCOM, Omaha Chamber of Commerce, and Project Harmony
  - Organized panel for CCS Annual Seminar (2012), Unconventional Collaboration with Special Agent in Charge of FBI for State of Nebraska, Weysan Dunn and Neo-Nazi Expert, Dr. Pete Simi
  - Search Committee Chairperson, Office Manager Position
  - Supervised ten GRACA Proposal Submissions (Harris, D. J.: Situational Influences on Problem Solving; Harms, M.: VEO Celebrity; & Friedly, J.: VEO Performance (2013, January). Proposals submitted to UNO's Office of Research and Creative Activity for Graduate Research and Creative Activity grant in the amount of \$5,000 each.
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**AWARDS AND HONORS**

Spring, 2017	Omaha Chamber of Commerce: Young Professionals (40 under 40) Change-Maker Award
Fall, 2016	School of Interdisciplinary Informatics, University of Nebraska Omaha, Courtesy Appointment of Associate Professor in IT Innovation
Spring, 2014 and 2016	College of Business Administration, Marketing and Management 2013-2014 Research Award, 2015-2016 CBA and M&M Research Award
Fall, 2015	National Strategic Research Institute, Research Leadership Award
Summer, 2013	2013 Best Paper Award: Consumer-Brand Relationships Conference [\$1,000]
Spring, 2011	Outstanding Teaching Award, Villanova University
Fall, 2009	2008 Best Paper Award, <i>Leadership Quarterly</i> , Developing Outstanding Leadership
Spring, 2003	2003 Best Paper Finalist, <i>Leadership Quarterly</i> , Leading Creative People
Fall, 2000	University of Oklahoma Research Fellowship Award [\$20,000]; Research Stipend and Tuition Waiver [\$100,000]
Summer, 2000	Summa Cum Laude: Southwestern Oklahoma State University

**STUDENT SUPERVISION**

Sam Church – MS in Management Information Systems (Co-Advisor)  
 Joel Elson – PhD in Management Information Systems (Co-Advisor)  
 Michael Logan – PhD in Criminology (Advisor), Extremist Organizations  
 Steven Windisch – PhD in Criminology (Advisor), Disengagement from the Far Right  
 Julia Fuller – MS in Criminology (Advisor), Branding and VEOs  
 Haley Shelton – GRACA Submission (Advisor), Oculometrics and Job Analysis (awarded, \$4000)  
 Joel Elson – GRACA Submission (Co-Advisor), Decision Support System (awarded, \$4,000)  
 Julia Fuller – GRACA Submission (Advisor), Branding and Terrorism (awarded, \$4,000)  
 Caleb Steffensmeier – GRACA Submission (Co-Advisor), *Internet Influence* (awarded, \$5,000)  
 Maggie Lunn – GRACA Submission, *Markers of Aggression in Leader Speeches* (awarded, \$5,000)  
 Praveen Kumar – GRACA Submission, *Cyber Caliphate* (awarded, \$5,000)  
 Mackenzie Harms – M.A. – GRACA Submission, *Marketing and Malevolence* (awarded, \$5,000)  
 Daniel J. Harris – M.A. – Terrorism Research Associate, START National Consortium (\$4,000)  
 JoDee Friedly – M.S. GRACA Submission, *Performance of Terrorist Organizations* (awarded, \$5,000)  
 Alisandru Lunca – MBA – GRACA Submission, *Culture and Incentives* (awarded, \$5,000)  
 Samantha Woracek – BA – FUSE Submission, *Celebrity VEOs* (awarded, \$4,000)  
 Meg Tutt – B.S. Psychology – Independent Research: *Developmental Influences on Outstanding Leadership*  
 Maria Horne – B.S. Psychology – Independent Research: *Off Ramped Mothers*  
 Melissa Doran – B.S. Psychology – Independent Research: *Working Mothers*  
 Erica Bruno – B.S. Psychology – Independent Research: *Creativity Training Programs*

Lisa Panik – B.S. Psychology – Independent Research: *Organizational Climate for Working Mothers*  
Maureen Curley, M.S. Human Resource Development – Independent Research: *Scale Development and Validation*  
Courtney Costigan, M.S. Human Resource Development – Independent Research: *Organizational Factors Affecting Working Mothers*  
Matt Wood, M.S. Psychology – Thesis: *Evaluation of Creative Ideas*  
Bonnie Peters, M.A. Liberal Arts – Independent Research: *Women in Leadership Roles in Non-Profit Organizations*  
Mark Versella – B.S. Psychology – Independent Research: *Organizational Structures of Violent and Non-violent Ideological Organizations*  
Aliyah Edwards – M.S. Human Resource Development – Independent Research: *Innovation in Organizations*  
Zandra Leahy – B.S. Psychology – Independent Research: *Organizational Structures of Violent and Non-violent Ideological Organizations*  
Katrina Graham – M.S. Human Resource Development – Independent Research: *Innovation and Performance Reviews*.  
Katie Eaton – M.S. Psychology – Thesis: *Intrinsic Motivation and Creativity*  
Elizabeth Hocker – M.S. Psychology – Thesis: *Creative Problem Solving and Idea Evaluation*

## REFERENCES

### **Dr. Tom Toppino**

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