

Lisa Dragoni

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Education

- Ph.D. The University of Maryland, College Park, Maryland (2005)**
Robert H. Smith School of Business
Area of Focus: Organizational Behavior and Human Resource Management
- M.A. The George Washington University, Washington, DC (1995)**
Women's Studies and Public Policy (emphasis in Organizational Behavior)
Research Area: Gender differences in workplace communication
- B.A. Franklin & Marshall College, Lancaster, Pennsylvania (1992)**
Business Management

Academic Experience

- Cornell University** Assistant Professor, Department of Human Resource Studies
ILR School
2007-present (on leave 2009-2010)
- University of Iowa** Assistant Professor, Department of Management & Organizations
Henry B. Tippie College of Business
2005-2007

Research Interests

Learning and employee development, particularly leadership development
Career and developmental impact of different forms of work experience
Supervisory support
Motivation, particularly goal orientation

Peer-Reviewed Publications

Dragoni, L., Oh, I-S., Tesluk, P.E., Moore, O., VanKatwyk, P., & Hazucha, J. Developing leaders' strategic thinking through global work experience: The moderating role of cultural distance. *Conditionally accepted at the Journal of Applied Psychology (under final editor review).*

Dragoni, L., Park, H., Soltis, J. & Forte-Trammell, S. (2014). Show and tell: How supervisors facilitate leader development among transitioning leaders. *Journal of Applied Psychology, 99, 66-86.*

- ◆ An earlier version of this paper was presented during a symposium I organized for the 2012 Academy of Management Conference titled "Some Events Just Matter More than Others: Advances in the Study of Individuals' Transitions," which won the **Best Symposium of the Year Award** from the Careers Division.

Peer-Reviewed Publications (continued)

Bailey, C. & Dragoni, L. (2013). Repatriation after global assignments: Current HR practices and suggestions for ensuring successful repatriation. *People & Strategy*, 36(1), 48-57.

Dragoni, L. & Kuenzi, M. (2012). Better understanding work unit goal orientation: Its emergence and impact under different types of work-unit structure. *Journal of Applied Psychology*, 97, 1032-1048.

Dragoni, L. & McAlpine, K. (2012). Leading the business: The criticality of global leaders' cognitive complexity in setting strategic directions. *The Society of Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 237-240.

Dragoni, L., Oh, I-S. VanKatwyk, P & Tesluk, P.E. (2011). Developing executive leaders: The relative importance of cognitive ability, personality and the accumulation of work experience in predicting strategic thinking competency. *Personnel Psychology*, 64, 829-864. **(Lead article)**

Stevens, C.K., Dragoni, L., & Burnett, M. (2010). Effects of familiarity on employer inferences and preferences. *Academy of Management Best Paper Proceedings*, Montreal, Canada.

Dragoni, L., Tesluk, P.E., Russell, J.E.A., & Oh, I-S. (2009) Understanding managerial development: Integrating developmental assignments, learning orientation, and access to developmental opportunities in predicting managerial competencies. *Academy of Management Journal*, 52, 731-743.

- ◆ Reprinted in a volume of *The International Library of Critical Writings on Business and Management*, titled Leadership Development (2011) and edited by Manfred F.R. Kets de Vries and Konstantin Korotov.

Dragoni, L. (2005). Understanding the emergence of state goal orientation in organizational work groups: The role of leadership and multi-level climate perceptions. *Journal of Applied Psychology*, 90, 1084-1095.

Other Publications

Caligiuri, P. & Dragoni, L. (forthcoming). Global leadership development. In D. Collings, G.Wood & P. Caligiuri (Eds.). *Companion to International Human Resource Management*. New York, NY: Routledge

Russell, J.E.A. & Dragoni, L. (2003). Managing human capital in start-up firms. In E.R. Cadotte & M. Keene (Eds.), *The Management of Strategy in the Marketplace (2nd Ed.)* (pp. 355-375). Mason, OH: South-Western/Thomson Learning.

O'Farrell, B., Sandy, M., Watkins, K., Dragoni, L., & Marano, C. (1996). *Workplace solutions: The union manual*. Washington, DC: U.S. Department of Labor.

Sandy, M., Dragoni, L., Watkins, K., O'Farrell, B., & Marano, C. (1996). *Making the workplace more receptive to women in nontraditional jobs: What trainers need to know*. Washington, DC: U.S. Department of Labor

Sandy, M., Dragoni, L., Watkins, K., O'Farrell, B., & Marano, C. (1996). *Workplace solutions: The employer guide*. Washington, DC: U.S. Department of Labor.

Work Under Review or at the Writing Stage

Stevens, C.K., Dragoni, L., & Burnett, M. Unknown and unloved: How do job seekers assess unfamiliar employers? *Under 1st review at Organization Behavior and Human Decision Processes.*

Day, D.V. & Dragoni, L. Leadership development: Outcome-oriented perspectives based on time and levels of analysis. (*order of authorship is alphabetical; invited article [but peer reviewed] for the Annual Review of Organizational Psychology and Organizational Behavior; publication scheduled for 2015.*) *Outline under review.*

Dragoni, L., Park, H. & Soltis, J. Preparing new leaders: The role of prior experience in equipping new first-line leaders to manage multiple stakeholder demands. *Target: Academy of Management Journal.*

Park, H., Leroy, H., Dragoni, L., Yun, S. & Simons, T. The masks we share: Impression management motives and behavioral integrity. *Target: Journal of Applied Psychology.*

Other Work in Progress

Dragoni, L., Bell, B. & Federman, J.E. Grooming and keeping technical leaders: The role of high- quality formal mentoring relationships. (*longitudinal data collection complete; data being analyzed*)

Dragoni, L. Oh, I-S, Moore, O., VanKatwyk, P. & Hazucha, J. Enhancing the effect of the accumulation of work experience: The role of broadening experiences across three levels of leaders (*data analysis underway*)

McAlpine, K., Park, H., Park, H. & Dragoni, L. Trust repairs of male and female leaders. (*data collection underway*)

Dragoni, L., & Piccolo, R. Managerial assistance in leaders' maintenance of productive goal orientation dynamics during developmental work. (*conceptualization underway; funding secured*)

Conference Presentations

Dragoni, L., Park, H. & Soltis, J. (2013, August). Translating prior experience into higher levels of leadership effectiveness. In D. Schleicher (Chair), New Research Directions in Leader Development and Derailment. Symposium conducted at the Annual Academy of Management Conference, Orlando, FL.

McAlpine, K., Park, H., Park, H., & Dragoni, L. (2013, April). Gender differences in the effectiveness of trust repair efforts. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Dragoni, L., Park, H., Soltis, J. & Forte-Trammell, S. (2012, October). Show and tell: How up-line managers facilitate role learning among newly-appointed leaders. Paper presented at the 5th Annual Mentoring Institute Conference, Albuquerque, NM.

Dragoni, L., Park, H. & Forte-Trammell, S. (2012, August). Navigating the transition to becoming a leader: The role of experience and mentoring support. In L. Dragoni (Chair), Some Events Just Matter More than Others: Advances in the Study of Individuals' Transitions. Symposium conducted at the Annual Academy of Management Conference, Boston, MA.

Dragoni, L., Park, H. & Forte-Trammell, S. (2012, June). Navigating the transition to becoming a leader: The role of experience and mentoring support. Invited Presentation at the New Directions in Leadership Research Conference, Philadelphia, PA.

Dragoni, L., Oh, I-S., Moore, O., VanKatwyk, P., & Tesluk, P.E. (April, 2012). Global work experience: Does it make for more effective leaders? In L. Dragoni (Chair), Building Global Leaders: What Does it

Take? Symposium conducted at the 27th Annual Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Dragoni, L., Oh, I-S., Moore, O., VanKatwyk, P., & Tesluk, P.E. (October, 2011). Global work experience: Does it make for more effective leaders? Paper presented at the People and Organizations Conference, Wharton Business School, University of Pennsylvania.

Park, H., Dragoni, L., & Yun, S. (August, 2011). Goal orientation and job performance: Moderating effects of social exchange relationships. Paper presented at the Annual Academy of Management Conference, San Antonio, TX.

Dragoni, L. & Kuenzi, M. (August, 2010). The impact of a climate for learning: boundary conditions and facilitators. Paper presented at the Annual Academy of Management Conference, Montreal, Canada.

Stevens, C.K., Dragoni, L., & Burnett, M. (August, 2010). Familiarity, organizational images and perceived fit as antecedents to the application decision of new graduates. Paper presented at the Annual Academy of Management Conference, Montreal, Canada.

Federman, J.E., Morris, R. & Dragoni, L. (August, 2010). An examination of learner control during web-based instruction. Poster presented at The Annual Meeting of Cognitive Science Society, Portland, Oregon.

Dragoni, L., Oh, I. & VanKatwyk, P. (2008, April). A consideration of the impact of cognitive ability, personality and breadth of experience on leadership competency. In L. Dragoni (Chair), On-the-Job Experiences: A Training Ground for Today's Savvy Leaders. Symposium conducted at the 23rd Annual Society of Industrial and Organizational Psychology Conference, San Francisco, CA.

Dragoni, L., Postlethwaite, B., Guay, R., Burns, M., Slay, H. & Marrone, J. (2007, May). Developmental network diversity: Antecedents and consequences. In L. Dragoni & B.R. Ragins (Chairs), Developmental Networks: Life Savers in the Career Sea. Symposium conducted at the 22th Annual Society of Industrial and Organizational Psychology Conference, New York City, NY.

Dragoni, L. (2007, August). Understanding the contingencies and consequences of state goal orientation emergence. In J. Nohria and D.S. DeRue (Chairs), Pushing the Envelope: Extending the Boundaries in Goal Orientation Research. Symposium conducted at the Annual Academy of Management Conference, Atlanta, GA.

Dragoni, L., Tesluk, P.E., & Russell, J.E.A. (2004, April). Mentoring in modern organizations: Job-based and individual drivers of career mentoring. In S.J. Zaccaro & C.F. Kemp, Development Work Experiences and Stretch Assignments: Pathways to Growing Leaders. Symposium conducted at the 19th Annual Society of Industrial and Organizational Psychology Conference, Chicago, IL.

Tesluk, P.E., Van Katwyk, P. & Dragoni, L. (2004, April). Work experiences and developmental outcomes in middle managers and executives. In S.J. Zaccaro & C.F. Kemp, Developmental Work Experiences and Stretch Assignments: Pathways to Growing Leaders. Symposium conducted at the 19th Annual Society of Industrial and Organizational Psychology Conference, Chicago, IL.

Dragoni, L., Tesluk, P.E., & Russell, J.E.A. (2003, August). Mentoring in modern organizations: A look at the antecedents and outcomes of developmental networks. Paper accepted for presentation at the Annual Academy of Management Conference, Seattle, WA. **Nominated for Best Student Paper, Careers Division.**

Tesluk, P.E., Dragoni, L., & Burnett, M. (2002, August). Manager and organization learning enablers in utilizing work experiences to develop managerial talent. In P.E. Tesluk (Chair), Development and Success of Management and Leadership Talent in a Netcentric Economy. Symposium conducted at the Annual Academy of Management Conference, Denver, CO.

Tesluk, P.E., Dragoni, L., & Russell, J.E.A. (2002, April). Utilizing work experiences to develop managerial talent and the role of learning orientation in maximizing on-the-job learning. In S.J. Zaccaro & D. Banks (Chairs), Developmental Experiences and Growing Leadership Capacities: Theoretical and Empirical Perspectives. Symposium conducted at the 17th Annual Society of Industrial and Organizational Psychology Conference, Toronto, ON.

Stevens, C.K., Dragoni, L., & Collins, C.J. (2001, April). Familiarity, organizational images and perceived fit as antecedents to the application decision of new graduates. In J. Slaughter (Chair), Integrating image and fit in applicant attraction research. Paper presented at the 16th Annual Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Dragoni, L. (2001, August). Leadership as an antecedent to followers' goal orientation: A review and research Propositions. Paper presented at the Annual Academy of Management Conference, Washington, DC.

Dragoni, L. (2001, August). Learning to manage organizational politics: A closer look at development, shared organizational values, and political effectiveness. Paper presented at the Annual Academy of Management Conference, Washington, DC.

Teaching Experiences

Cornell University (graduate and undergraduate courses)

- **Human Resource Management (HR2600)**, *Cornell University* (on average 250 students; managed 6 Teaching Assistants). Professor of the undergraduate departmental required introductory HR course.
- **Employee Training and Development (HR6930/HR3670)**, *Cornell University*. Professor of a graduate and upper-level undergraduate elective.
- **Leadership Development in Organizations (HR6606/HR4672)**, *Cornell University*. Professor of a graduate-level and upper-level undergraduate elective.
- **Developing Student Leadership Capabilities (HR4670)**, *Cornell University*. Professor of an undergraduate course for junior and senior undergraduate students.
- **Developing Leadership: Personally and in Organizations (HR651)**, *Cornell University*. Professor of a graduate-level elective course for graduate and undergraduate students (no longer offered).

University of Iowa (undergraduate courses)

- **Dynamics of Negotiations (6J: 156)**, *University of Iowa*. Professor of an undergraduate elective course for business and non-business students.

University of Maryland (graduate and undergraduate courses)

- **Executive Power and Negotiations (BMGT 714)**, *University of Maryland*. Instructor of an elective course on negotiation offered to part-time MBA students.
- **Management and Organizational Theory (BMGT 364)**, *University of Maryland*. Instructor of a required course for undergraduate business students.
- **Business Policies (BMGT 495)**, *University of Maryland*. Instructor for a required capstone course for undergraduate business students.
- **Organizational Change (BMGT 798J)**, *University of Maryland*. Teaching Assistant for an MBA-level elective.

Multi-level Theory and Analysis, *Virginia Commonwealth University*. Teaching Assistant for a continuing education course sponsored by the Center for the Advancement of Research Methods and Analysis (CARMA) for advanced PhD students and professors (Instructor: Paul Bliese).

Other Academic and Work Experiences

Instructor , Department of Management & Organizations, Robert H. Smith School of Business, University of Maryland, College Park	2000-2004
Executive Coach , Executive Master of Business (EMBA) Program Robert H. Smith School of Business, University of Maryland, College Park	2003-2005
Senior Training and Consulting Associate , O.D. Systems, Inc. Alexandria, Virginia	1995-1999
Project Associate , Wider Opportunities for Women (WOW) Washington, DC	1995
Staff Assistant , American Society of Internal Medicine (ASIM) Washington, DC	1992—1995

Service Activities

Service to the Profession

Editorial Boards

Academy of Management Learning and Education (2008-present)
Personnel Psychology (2012-present)
Academy of Management Journal (2013-present)
Journal of Applied Psychology (2014-present)

Ad hoc Reviewing

Journal of Occupational and Organizational Psychology, *Group & Organization Management*,
Journal of Business Research, *Journal of Accounting & Public Policy*, *Journal of International
Business Studies*

Committee member, *Academy of Management Scientific Advisory Committee (SAC), OB Division*
(2008-2011)

Advisory Board Member, *Aetna University, Aetna* (2012-present)

Service to the School and Department

Advisor, *ILR student chapter of the Society of Human Resource Management* (2008-present)

Committee member, *Undergraduate Program Committee* (2012-present)

Committee member, *Academic Standing Committee* (2009-2012)

Professional Memberships

Academy of Management, *American Psychological Association*, *Society for Industrial and Organizational
Psychology*, *Society for Human Resource Management*

Professional and Academic Honors

Best Symposium of the Year Award (Organizer and Presenter)
Careers Division, Academy of Management Conference, 2012

Professional and Academic Honors (continued)

Northeast Regional Case Competition for the Society of Human Resource Management (Advisor)
2nd Place, ILR School SHRM Student Chapter, University of Massachusetts, 2012

Research Grants

Center for the Advancement of Human Resource Studies, 2012, 2010, 2009, 2007
Management and Organization Department, R.H. Smith School of Business, 2000

University of Maryland Graduate School Dissertation Fellowship
University of Maryland, 2003

Annual Academy of Management Conference, Careers Division
Nomination, Best Student Paper, 2003

Professor of the Month Award
Delta Sigma Pi, Epsilon Chapter, University of Iowa, 2005

Phi Kappa Phi Honor Society
University of Maryland, 2011-present

Letters of Commendation for Outstanding Work
Defense Medical Information Management, 1997
Army Research Laboratory, 1996
American Society of Internal Medicine, 1994