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EXPERIENCE

University at Buffalo - SUNY June, 2015-present
Assistant Professor, Dept. of OHR

CURRENT RESEARCH INTERESTS

Leadership and motivation, ethics, creativity, research methods, diversity.

EDUCATION

Ph.D.	May 2015	Georgia Institute of Technology, Atlanta, GA Major: Organizational Behavior Minor: Research Methods Primary advisor: Dr. Terry C. Blum
B.S.	May, 1998	Louisiana State University, Baton Rouge, LA Major: Agribusiness Economics Thesis Specialization: Organizational Psychology Summa cum laude

PUBLICATIONS

(underlined co-author names represent doctoral students)

Lemoine, G.J. & Blum, T.C. (in press) The female advantage of servant leadership: Testing a contingent, cascading model of performance. *Personnel Psychology*.

Lemoine, G. J., Koseoglu, G., Ghahremani, H., & Blum, T. C. (2020). Importance-Weighted Density: A Shared Leadership Illustration of the Case for Moving Beyond Density and Decentralization in Particularistic Resource Networks. *Organizational Research Methods*, 23(3), 432–456. <https://doi.org/10.1177/1094428118792077>

Chen, G., Smith, T. A., Kirkman, B. L., Zhang, P., **Lemoine, G. J.**, & Farh, J.-L. (2019). Multiple team membership and empowerment spillover effects: Can empowerment processes cross team boundaries? *Journal of Applied Psychology*, 104(3), 321–340.

Lemoine, G.J., Hartnell, C.A., & Leroy, H. (2019). A moral identity framework of leadership: A comparative and integrative review of authentic, ethical, and servant leadership. *Academy of Management Annals*, 13(1), 148-187. doi:10.5465/annals.2016.0121. *

** This article has been listed as the journal's most read article for the past year, with over 11,000 downloads in the first year after its publication.*

Lemoine, G. J., Aggarwal, I., & Steed, L.B. (2016). When women emerge as leaders: Effects of extraversion and gender composition in groups. *The Leadership Quarterly*, 27(3), 470-486. <http://dx.doi.org/10.1016/j.leaqua.2015.12.008>.

Lemoine, G.J., Blum, T.C., & Roman, P. (2016). Detrimental effects of “stretch” goals in specialty substance use disorder treatment organizations. *Journal of Substance Abuse Treatment*, 64, 13-23. <http://dx.doi.org/10.1016/j.jsat.2016.02.006>. **

*** This project funded through NIH/NIDA Grant 5 R37 DA013110 14, Adoption of Innovations in Private A & D Treatment Centers.*

Lemoine, G. J., Parsons, C. K., & Kansara, S. (2015). Above and beyond, again and again: Self-regulation in the aftermath of organizational citizenship behaviors. *Journal of Applied Psychology*, 100(1): 40-55. <http://dx.doi.org/10.1037/a0036902>.

Bennett, N., & **Lemoine, G. J.** (2014). What a difference a word makes: Understanding threats to performance in a VUCA world. *Business Horizons*, 57(3): 311-317. <http://dx.doi.org/10.1016/j.bushor.2014.01.001>.

Bennett, N. & **Lemoine, G.J.** (2014). What VUCA Really Means for You. *Harvard Business Review*, Jan-Feb, 29. ***

**** The online version of this article has been the top Google search result on the topic of VUCA since app. 2016.*

MANUSCRIPTS UNDER REVIEW / CURRENT PROJECTS

Hora, S., **Lemoine, G.J.**, Xu, N., & Shalley, C. <Title withheld to facilitate blind review>. 2nd revise and resubmit at *Journal of Organizational Behavior*.

Amo, L., Grijalva, E., Herath, T., **Lemoine, G.J.**, & Rao, H. <Title withheld to facilitate blind review>. 2nd revise and resubmit at *MIS Quarterly*.

Xu, N., Ghahremani, H., **Lemoine, G.J.**, & Tesluk, P. <Title withheld to facilitate blind review>. 2nd revise and resubmit at *Leadership Quarterly*.

Koseoglu, G., Shalley, C., & **Lemoine, G.J.** <Title withheld to facilitate blind review>. Revise and resubmit at *Journal of Organizational Behavior*.

Lemoine, G.J., Eva, N., Meuser, J., & Falotico, P. <Title withheld to facilitate blind review>. Under review at *California Management Review*.

Norris, K., Ghahremani, H., & **Lemoine, G.J.** <Title withheld to facilitate blind review>. Under review at *Group & Organization Management*.

Lemoine, G.J., Hartnell, C.A., Hora, S., & Watts, D. <Title withheld to facilitate blind review> Research on moral leadership and decision-making, in final preparation for submission to *Academy of Management Journal*.

Lemoine, G.J., Shalley, C., & Xu, N. <Title withheld to facilitate blind review> Research on creativity in teams, in final preparation for submission to *Journal of Management*.

Mitchell, T., **Lemoine, G.J.**, & Lee, D. <Title withheld to facilitate blind review> Research on leadership emergence, in final preparation for submission to *Personnel Psychology*.

Lemoine, G.J. <Title withheld to facilitate blind review> Theory on coronavirus impact, in final preparation for submission to *Journal of Organizational Behavior*.

Lemoine, G.J. & Hartnell, C. <Title withheld to facilitate blind review> Theory on leadership, in final preparation for submission to *Academy of Management Review*.

Hora, S., Badura, K., **Lemoine, G.J.**, & Grijalva, E. <Title withheld to facilitate blind review> Research on creativity and gender, in final preparation for submission to *Journal of Applied Psychology*.

Lemoine, G.J. & Hartnell, C. Untitled paper on the effects of servant leadership during the coronavirus pandemic. Data collection and analysis completed, targeted for *Journal of Applied Psychology*.

Lemoine, G.J., Ghahremani, H., Hartnell, C.A., & Leroy, H. (author order undetermined) Untitled paper examining the distinct effects of different forms of moral leadership. Data collection complete, targeted for *Academy of Management Journal*.

Lee, K-Y., Kim, Y., Tai, K., & **Lemoine, G.J.** (author order undetermined) Untitled paper examining emotional reactions to organizational success and failure. Data collection complete, no target journal as of yet.

Gahremani, H. & **Lemoine, G.J.** Untitled paper examining moral leadership and job crafting. Data collection complete, no target journal as of yet.

BOOKS/BOOK CHAPTERS

Lemoine, G.J. & Blum, T.C. (2020) Understanding servant leadership: A consideration alongside the leadership literature. In Burkhardt, J., & Joslin, J. (eds.), *Inspiration for Servant-Leaders: Lessons from Fifty Years of Research and Practice*. Newark: Greenleaf Publishing.

Hartnell, C., **Lemoine, G.J.**, Gahremani, H., & Stotler, D. (2020) What servant leadership is and is not. In Burkhardt, J., & Joslin, J. (eds.), *Inspiration for Servant-Leaders: Lessons from Fifty Years of Research and Practice*. Newark: Greenleaf Publishing.

Shalley, C., & **Lemoine, G.J.** (2018). Leader behaviors and employee creativity: Taking stock of the current state of research. In Mainemelis, C., Epitropaki, O., & Kark, R. (eds.), *Creative Leadership: Contexts and Prospects*. NY: Routledge.

Lemoine, G.J. (2008) *Business Defined: The Philosophy of Business*. Harbinger Publishing.

DISSERTATION

Lemoine, G.J. (2015) *Closing the leadership circle: Building and testing a contingent theory of servant leadership* (Doctoral dissertation). Retrieved from Georgia Institute of Technology SMARTech database. (<http://hdl.handle.net/1853/53862>)

* *Winner of the International Leadership Association's Fredric M. Jablin Doctoral Dissertation Award (2016).*

* *Best Dissertation-based Paper Award, Organizational Behavior division, Academy of Management (2016).*

* *Greenleaf Scholars research award (2013).*

PEER-REVIEWED ACADEMIC CONFERENCE PRESENTATIONS

Lemoine, G.J., Hartnell, C., Hora, S., & Watts, D. (2020). Reaching the head through the heart: Servant leadership, decision-making, and financial performance. Paper accepted for presentation at the annual meeting of the Academy of Management: Vancouver.

* *Best Paper designation, Organizational Behavior division.*

Hartnell, C., **Lemoine, G.J.**, Hora, S., & Watts, D. (2020). How does servant leadership equip and focus prosocially-oriented employees to serve others? Paper accepted for presentation in “The antecedents and influences of servant leadership” symposium at the annual meeting of the Academy of Management: Vancouver.

Norris, K., & **Lemoine, G.J.** (2019). Racial mindfulness: A new direction for understanding the minority experience in organizations. Paper presented at the annual meeting of the Southern Management Association: Norfolk.

Lemoine, G.J., Ghahremani, H., Hartnell, C., & Leroy, H. (2019). An empirical investigation and distinction of three moral approaches to leadership. Paper presented at “The emergence, development, and decline of moral leadership” symposium at the annual meeting of the Academy of Management: Boston.

Hora, S., Xu, N. & **Lemoine, G.J.** (2018). Unlocking the Sex Differences in Creativity – Multilevel Model of Individual Sex, Psychological Safety, Creative Self-Efficacy. Paper presented at the annual meeting of the Southern Management Association: Lexington.

Lemoine, G.J., Hartnell, C., & Leroy, H. (2018). Taking stock of moral approaches to leadership: An integrative review. Paper presented at the “Advancing Moral Approaches to Leadership: Boundary Conditions, Scale Development, and Review” symposium at the annual meeting of the Academy of Management: Chicago.

Ghahremani, H. & **Lemoine, G.J.** (2018). A deeper look at moral leadership: Implications of the contents of leaders’ moral identity. Paper presented at the “Advancing Moral Approaches to Leadership: Boundary Conditions, Scale Development, and Review” symposium at the annual meeting of the Academy of Management: Chicago.

Thompson, P., **Lemoine, G.J.**, Bolino, M., & Varley, M. (2018). The Influence of Humor Styles on Impression Management and Supervisor Evaluations of Employees. Paper presented at the "Expanding the Social Context Surrounding Impression Management at Work" symposium at the annual meeting of the Academy of Management. Chicago.

Lemoine, G.J., Koseoglu, G., & Blum, T.C. (2017). I do not think that word means what you think it means: A critical investigation of shared leadership operationalization, and a new measure. Paper presented at the annual meeting of the Southern Management Association. Tampa.

Xu, N., Ghahremani, H., **Lemoine, G.J.**, & Tesluk, P. (2017). How does leadership structure emerge in teams? The effects of team transactive memory systems and power distance climates. Paper presented at the annual meeting of the Southern Management Association. Tampa.

- Lemoine, G.J.**, Shalley, C, & Xu, N. (2017). Differential effects of personal and contextual factors for incremental and radical creativity. Paper presented at the "Individual and Team Creativity: An Interactionist Examination of Creativity in Different Contexts" symposium at the annual meeting of the Academy of Management. Atlanta.
- Ghahremani, H., & **Lemoine, G.J.** (2017). Servant leadership with non-servants. Paper presented at the "The downside and darkside of servant leadership" symposium at the annual meeting of the Academy of Management. Atlanta.
- Lemoine, G.J.**, Blum, T.C., Kean, W., & Watts, D. (2016). Servant leadership transmission and a female advantage: Building and testing a contingent theory. Paper presented at the 2016 annual meeting of the Academy of Management. Anaheim. *
- * *Best Dissertation-based Paper Award, Organizational Behavior division.*
* *Best Paper designation (top 10%), Organizational Behavior division.*
- Lemoine, G.J.**, Koseoglu, G., & Blum, T.C. (2015). An integrative network approach to shared leadership: An illustrative case on team creativity. Paper presented at the 2015 annual meeting of the Academy of Management. Vancouver.
- Harari, D., **Lemoine, G.J.**, Parsons, C.K., & Sample, J. (2015). The new "How am I doing?": Introduction and Development of a Team Feedback Climate Construct. Paper presented at the 2015 meeting of the Academy of Management. Vancouver.
- Lemoine, G.J.**, & Carsten, M.K. (2014). On Leaders and Followers: Advancing a more "balanced" view of leadership. Co-organizer of a symposium presented at the annual meeting of the Academy of Management. Philadelphia.
- Lemoine, G.J.**, Keem, S., & Vredevelde, M.P. (2014). Patterns of motivations to lead: Predictors and outcomes. Paper presented at the "On Leaders and Followers" symposium at the annual meeting of the Academy of Management. Philadelphia.
- Lemoine, G.J.**, Blum, T.C., Fields, D., & Roman, P.M. (2014). A Multi-Organization Examination of Stretch Goals in SUD Treatment Centers. Paper presented at the annual meeting of the Academy of Management. Philadelphia.
- Lemoine, G.J.** & Blum, T.C. (2013). The Power of Followership: How Subordinate Characteristics Moderate Leader-Performance Relationships. Paper presented at the annual meeting of the Academy of Management. Orlando.
- Lemoine, G.J.**, Parsons, C.K., & Kansara, S. (2012). Above and Beyond, Again and Again: Attribution, Feedback, and Motive Fulfillment Following Citizenship Behaviors. Paper presented at the annual meeting of the Academy of Management. Boston.

Lemoine, G.J. & Blum, T.C. (2012). Emerging Visionaries or Self-Serving Pretenders? Shared Leadership, Narcissism, and Task Performance. Paper presented at the annual meeting of the Southern Management Association. Ft. Lauderdale. *

* *Outstanding Doctoral Student Paper, Organizational Behavior division.*

Lemoine, G.J. (2012). Authentic Leaders, Self-Monitors, and Authentic Self-Delusion: A New Approach to Leadership and Self-Monitoring. Poster accepted to the Georgia Tech Research and Innovation Conference. Atlanta.

Lemoine, G.J. (2011). Self-Monitors, Authentic Leaders, & Self-Delusion: A New Approach to Self-Monitoring and Leadership. Paper presented at the annual meeting of the Academy of Management. San Antonio.

PRESENTED PROFESSIONAL DEVELOPMENT WORKSHOPS

Hartnell et al. (many presenters; 2020). OB Research Roundtables Forum. Invited panelist for a Professional Development Workshop at the annual meeting of the Academy of Management. Vancouver.

Lemoine, G.J. (2019). Getting access to field data. Organizer and presenter of a Professional Development Institute presented at the annual meeting of the Southern Management Association. Norfolk.

Mainemelis, C., Epitropaki, O., Kark, R., Amabile, T., Kakarika, M., **Lemoine, G.J.**, Lingo, E.L., Litchfield, R., Mueller, J., Shalley, C., Stierand, M.B., & Svejenova, S. (2019). Understanding the nuances of creative leadership across contexts. Co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Boston.

Koseoglu, G., **Lemoine, G.J.**, & Keem, S. (2019). Love at first sight revisited: Interactive activities for the first day of class. Co-presenter of a Professional Development Workshop presented at the Teaching & Learning Conference (TLC) at the annual meeting of the Academy of Management. Boston.

Obernauer, W., Findler, F., Martinuzzi, A., Stickney, L., Anand, S., & **Lemoine, G.J.** (2019). Teaching and learning with humor: A tool for successful education. Co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Boston.

Mierzwa, T., **Lemoine, G.J.**, & Gemmell, R. (2019). Learning assignment exchange: Approaches for translating concepts into learning exercises. Co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Boston.

Koseoglu, G., **Lemoine, G.J.**, Stenard, B., Keem, S., & Amo, L. (2018). Searching for love at first sight: The first day of class and first impressions. Co-presenter of a Professional Development Workshop for the Teaching & Learning Conference (TLC) presented at the annual meeting of the Academy of Management. Chicago.

Varley, M., Obernauer, W., Anand, S., Bitterly, T.B., **Lemoine, G.J.**, Smith, M.L., & Stickney, L. (2018). Make 'em laugh again: Using humor as a tool for learning. Co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Chicago.

Lemoine, G.J., Koseoglu, G., Amo, L., Keem, S., & Stenard, B. (2017). The Novice's Guide to Effective Instruction, or: How I learned to stop worrying and love teaching. Organizer and co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Atlanta.

Prosper, P., Young, N., Ferrante, C., & **Lemoine, G.J.** (2017). Turning Current & Controversial Events into Lessons. Organizer and co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Atlanta.

Lemoine, G.J., Koseoglu, G., Amo, L., & Keem, S. (2016). Strangelove the instructor, or: How I learned to stop worrying and love teaching. Organizer and co-presenter of a Professional Development Workshop presented at the annual meeting of the Academy of Management. Anaheim.

Hannah, C.A., Wadhwa, P. **Lemoine, G.J.**, Ferrante, C.J., Sleeth, R.G., Stickney, L.T., & Ungaretti, T. (2014). When Words Matter: Tips, Techniques, and Best Practices for Giving Effective Feedback. Co-presenter of a PDW presented at the annual meeting of the Academy of Management. Philadelphia.

Lemoine, G.J. (2013). Using Microsoft Excel Automation to Speed and Streamline Data Formatting. Organizer and presenter of a Professional Development Workshop at the annual meeting of the Academy of Management. Orlando.

Hannah, C.A., Ferrante, C.J., & **Lemoine, G.J.** (2013). Making Critical Thinking Meaningful: A TTC Interactive Workshop. Co-organizer and co-presenter of a Professional Development Workshop at the annual meeting of the Academy of Management. Orlando.

Monod, E., Ghani, U., **Lemoine, G.J.**, Jester, M., & O'Doherty, H. (2013). Group learning through negotiation simulations in management. Co-organizer and co-presenter of a Professional Development Workshop at the annual meeting of the Academy of Management. Orlando.

Hannah, C.A., Stickney, L.T., Andriasova, A., Arnaud, A., Bradley, T.P., DeMarr, B.J., Ferrante, C.J., Flores, R.G., **Lemoine, G.J.**, Mierzwa, T., Park, J., & Wiley, C.

(2012). Assignment Exchange Game - An Informal Economy Simulation. Co-organizer and co-presenter of a Professional Development Workshop at the annual meeting of the Academy of Management, 2012.

OTHER ACADEMIC CONFERENCE CONTRIBUTIONS

Meuser, J, Eva, N., Smallfield, J., van Dierendonck, D., Hunter, E., **Lemoine, G.J.**, Hoch, J., 7 Sendjaya, S. (2020). Future directions of servant leadership. Invited panelist in an accepted symposium at the annual meeting of the Academy of Management. Vancouver.

Lemoine, G.J. (2019). The balancing act of being an assistant professor. Invited speaker for the Doctoral Student Consortium (late-stage) at the annual meeting of the Southern Management Association. Norfolk.

Lemoine, G.J. (2019). Becoming an excellent reviewer: What do I need to know? Invited speaker for the Doctoral Student Consortium (early-stage) at the annual meeting of the Southern Management Association. Norfolk.

Lemoine, G.J. (2019). Perspectives on early career choices. Invited speaker for the New Doctoral Student Consortium at the annual meeting of the Academy of Management. Boston.

Lemoine, G.J. (2018). Decisions in research, and faculty expectations. Invited speaker for the Doctoral Student Consortia (early- and late-stage) at the annual meeting of the Southern Management Association. Lexington.

Lemoine, G.J. (2017). Servant leadership: The research evidence. Invited presenter at the Annual Conference of the Greenleaf Center for Servant Leadership. Dallas.

Hartnell, C., & **Lemoine, G.J.** (2017). Greenleaf Research Scholar program results. Invited presenter at the Annual Conference of the Greenleaf Center for Servant Leadership. Dallas.

Lemoine, G.J. (2017). Writing Reviews, and Choosing a Career Path. Invited speaker for the Doctoral Student Consortia (early- and late-stage) at the annual meeting of the Southern Management Association. St. Pete Beach.

Obernauer, W., Varley, M., Smith, M., Baack, S., & **Lemoine, G.J.** (2017). Make 'em Laugh... Again: Using Humor as a Tool for Learning. Panelist for a Professional Development Workshop presented at the annual meeting of the Academy of Management. Atlanta.

Lemoine, G.J. (2016). Servant leadership transmission and a female advantage: Building and testing a contingent theory. Featured presenter at the Annual Meeting of the International Leadership Association. Atlanta.

Falotico, P., Frick, D., Klein, N., & **Lemoine, G.J.** (2016). Panelist on the life and legacy of Robert Greenleaf. International Leadership Association conference. Atlanta.

Lemoine, G.J. (2016). Speaker at the New Doctoral Student Consortium of the Academy of Management's Annual Meeting. Anaheim.

Lemoine, G.J. (2015). New directions in Transformational and Servant Leadership. Paper session chair at the annual meeting of the Southern Management Association. St. Pete Beach.

Lemoine, G.J. (2015). Exploring the Consequences of Organizational Politics. Paper session chair at the annual meeting of the Southern Management Association. St. Pete Beach.

Thompson, P.S., Bellamy, M.A., **Lemoine, G.J.**, Patvardhan, S., & Tasselli, S. Habits, Routines, and Practices of Best Student Paper Winners. (2014) Panelist for a symposium presented at the annual meeting of the Academy of Management. Philadelphia.

Baack, S.A., Emmons, W., Ferrante, C.J., Jones, N.J., **Lemoine, G.J.**, & Liu, J.T. (2014). Co-organizer, Teaching and Learning Conference at Academy of Management Doctoral Consortium. Philadelphia.

Lemoine, G.J. (2013). OCB: Motives, Antecedents, and Consequences. Paper session chair at the annual meeting of the Academy of Management. Orlando.

Lemoine, G.J. (2012). Selection and Perception of Leaders. Paper session chair at the annual meeting of the Southern Management Association. Ft. Lauderdale.

INVITED TALKS

2020:

Understanding servant leadership.

- **University at Buffalo Center for Entrepreneurial Leadership** (delivered to CORE program entrepreneurs, two presentations). Buffalo, NY.
- **University at Buffalo MBA Advantage.** (keynote address). Buffalo, NY.
- **Indianapolis Kiwanis** (virtual presentation). Indianapolis, IN.
- **Rich Products** (virtual presentation). Buffalo, NY.

Leading without all the answers - a COVID discussion. **University at Buffalo Center for Entrepreneurial Leadership** (virtual presentation). Buffalo, NY.

Leadership and servant leadership. Leadership Buffalo (keynote address). Java Center, NY.

New developments in leadership and creativity research. Rich Products (seminar). Buffalo, NY.

Leadership Accelerator Program. Center for Leadership and Organizational Excellence. (coordinator and principal trainer for a six-week executive management development program). Buffalo, NY.

The leadership secrets of Scooby-Doo. University at Buffalo LeaderCORE (two presentations). Buffalo, NY.

2019:

Understanding servant leadership.

- *National Association for Environment Management.* (keynote presentation). Toronto, CA.
- *Envision Radiology.* (management training). Los Angeles, CA.
- *United Way of WNY* (delivered to executive training event). Buffalo, NY.
- *University at Buffalo MBA Advantage.* (keynote address). Buffalo, NY.
- *Brightpath Early Learning, Inc.* (management training, two sessions). Toronto, CA., and Calgary, CA
- *University at Buffalo Executive Education.* (keynote address). Buffalo, NY.
- *University at Buffalo Center for Entrepreneurial Leadership* (delivered to CORE program entrepreneurs, two presentations). Buffalo, NY.
- *University of Cape Coast MBA Exchange Program.* Buffalo, NY.
- *Pioneer Central School District.* (management training). Yorkshire, NY.
- *Praxis.* (executive training). Buffalo, NY.

Leadership Accelerator Program. Center for Leadership and Organizational Excellence. (coordinator and principal trainer for two six-week executive management development programs). Buffalo, NY.

Leadership and servant leadership. Leadership Buffalo (keynote address). Java Center, NY.

Ethics, leadership, and other complicated things (Smart Business Practices seminar). *University at Buffalo School of Management Alumni Association.* Buffalo, NY.

Leadership innovation development (executive education). *Rich's Products.* Buffalo, NY.

Inclusive leadership in a time of divisiveness: A pop-up event. University at Buffalo Alumni Association / Center for Leadership and Organizational Effectiveness. Buffalo, NY. (w/ Kate Bezrokova, Emily Grijalva, Tim Maynes, & Paul Tesluk).*

** This event received a Gold Award for Special Events and Observances from the Public Relations Society of America's Excalibur Awards.*

2018:

Understanding servant leadership.

- **Association of Leadership Programs.** (Keynote address to national conference). Buffalo, NY.
- **EA Engineering, Science, and Technology, Inc., PBC** (delivered to company managers). Baltimore, MD.
- **Hodgson Russ** (delivered to executive training event). Buffalo, NY.
- **United Way of WNY** (delivered to executive training event). Buffalo, NY.
- **University of Cape Coast MBA Exchange Program.** Buffalo, NY.
- **Alfa Laval** (delivered to executive training). Buffalo, NY.
- **University at Buffalo Center for Leadership and Organizational Effectiveness "Power of People-Focused Leadership" conference.** Buffalo, NY.
- **United States Coast Guard** (delivered to E6 officer training). Buffalo, NY.
- **Lawley Insurance** (delivered to management). Buffalo, NY.
- **University at Buffalo Center for Entrepreneurial Leadership** (delivered to CORE program entrepreneurs, three presentations). Buffalo, NY.
- **University at Buffalo Alumni Association, San Francisco chapter** (delivered to alumni). Palo Alto, CA.

Fostering diversity of thought.

- **M&T Bank.** (delivered to Treasury leadership). Buffalo, NY.
- **University at Buffalo Center for Leadership and Organizational Effectiveness Leadership Accelerator Program.** Buffalo, NY.
- **Horizon Healthcare** (delivered to senior managers). Buffalo, NY.

Shared leadership and teams.

- **Moog** (delivered to global IT leadership).
- **Blue Cross/Blue Shield of NY** (delivered to sales and marketing leadership). Buffalo, NY.
- **Horizon Healthcare** (management training, two sessions). Buffalo, NY

Leadership, teamwork, and servant leadership. Presented a half-day mini-conference to multiple firms. Butte, MT.

Difficult conversations and encouraging voice (presentation to 'master' entrepreneurs). University at Buffalo Center for Entrepreneurial Leadership. Buffalo, NY.

Leadership and creativity (presentation to Board of Directors). Horizon Companies. Buffalo, NY.

Leadership innovation development (executive education). Rich's Products. Buffalo, NY.

Building an ownership culture through servant leadership. The National Center for Employee Ownership's 2018 Annual Conference. Atlanta, GA.

Leadership and servant leadership. Leadership Buffalo (keynote address). Java Center, NY.

2017:

Understanding servant leadership.

- **EA Engineering, Science, and Technology, Inc., PBC** (delivered to company managers). Baltimore, MD.
- **SYKES** (two presentations, delivered to company managers). Amherst, NY.
- **HealthNow** (delivered to executive team). Buffalo, NY.
- **Nichols School** (delivered to students and faculty). Buffalo, NY.
- **Tronconi, Segarra, & Associates** (delivered to company managers). Buffalo, NY.
- **M&T Bank** (executive education, two sessions). Buffalo, NY.
- **Roswell Park Cancer Center** (delivered to executive team). Buffalo, NY.
- **United Way of WNY** (delivered to executive training event). Buffalo, NY.
- **Moog** (delivered to executive IT team). Buffalo, NY.
- **Hodgson Russ** (delivered to senior partners). Buffalo, NY.

Fostering diversity of thought.

- **M&T Bank** (executive education). Buffalo, NY.
- **University at Buffalo Center for Leadership and Organizational Effectiveness Leadership Accelerator Program.** Buffalo, NY.
- **Blue Cross/Blue Shield of NY** (delivered to sales and marketing leadership). Buffalo, NY.

Lead like Malala (speaker at pre-event for visiting distinguished guest Malala Yousafzai). **University at Buffalo.**

Connecting who you are to how you lead (w/ Emily Grijalva). **University at Buffalo Volunteer Leadership Summit.** Buffalo, NY.

Teams and how they work together (or don't). **Erie Boards of Cooperative Educational Services.** Orchard Park, NY.

Decision-making mistakes and how to stop making them (Smart Business Practices seminar). **University at Buffalo School of Management Alumni Association.** Buffalo, NY.

Leadership in cross-functional teams. **Unifrax** (executive education). Buffalo, NY.

Team decision-making and the impact of member personality (series of two talks). **Buffalo Public School District.** Buffalo, NY.

Leadership and servant leadership. Leadership Buffalo (keynote address). Java Center, NY.

2016:

Leadership and servant leadership. University at Buffalo Alumni Association (webinar). Online.

Understanding servant leadership. EA Engineering, Science, and Technology, Inc., PBC (delivered to company supervisors). Baltimore, MD.

Understanding servant leadership. Center for Entrepreneurial Leadership (delivered to CORE program entrepreneurs). Buffalo, NY.

What motivates millennial employees (delivered to HR and hiring managers). *University at Buffalo Career Fair*. Buffalo, NY.

Leadership and communication skills (series of ten seminars). *Fresenius Kabi*. Grand Island, NY.

Connecting who you are to how you lead (w/ Emily Grijalva). *University at Buffalo Volunteer Leadership Summit*. Buffalo, NY.

Team decision-making and the impact of member personality (series of three talks). *Buffalo Public School District*. Buffalo, NY.

A short history of leadership research, and an introduction to servant leadership (Smart Business Practices seminar). *University at Buffalo School of Management Alumni Association*. Buffalo, NY.

Gender stereotypes and servant leadership (Brown bag lunch lecture series). *University at Buffalo Women in STEM Cooperative*. Buffalo, NY.

Shared leadership and empowerment development in teams (series of eight talks). *Buffalo Public School District*. Buffalo, NY.

2015:

Lead like a woman: Gender stereotypes and servant leadership. Lead UB conference, UB American Association of University Women. Buffalo, NY.

Lead like a woman: Gender stereotypes and servant leadership. SUNY – Buffalo Center for Leadership and Organizational Effectiveness. Buffalo, NY.

Introduction to data analytics with Microsoft Excel. Pacesetter Steel. Atlanta, GA.

Leadership research at the macro level. Georgia Institute of Technology. Doctoral seminar series. Atlanta, GA.

2014:

*Ideas 2 Serve: Developing university ecosystems that support creativity, social entrepreneurship, and innovation to create more just, caring, and sustainable institutions. **Points of Light Conference on Volunteering and Service.** Atlanta, GA.*

*Graduate Student and Post Doc Innovations in Teaching. **Georgia Institute of Technology Center for the Enhancement of Teaching and Learning.** Atlanta, GA.*

DOCTORAL STUDENTS

Hamed Ghahremani, University at Buffalo, graduated 2019. Dissertation co-chair, second-year paper committee. Primary advisor.

Katie Badura, University at Buffalo, graduated 2019. Dissertation committee.

Ning Xu, University at Buffalo, graduated 2018. Dissertation committee.

Snehal Hora, University at Buffalo. First- and second-year paper chair. Primary advisor.

Alexander Ehms, University at Buffalo. First- and second-year paper committees.

Kalan Norris, University at Buffalo. First-year paper chair. Primary advisor.

MEDIA

Lemoine, G.J. Leading through volatility and uncertainty: How managers and organizations can navigate the COVID-19 crisis – and come out stronger. *On Leadership*, March 30, 2020.

There's a biological reason why there are fewer women leaders – how women can overcome it. *The Ladders*, March 18, 2020. Coverage of research.

Women are natural servant leaders, but need encouragement to take on the role. *Forbes*, February 25, 2020. Coverage of research.

The syllabus can wait: How to break expectations and get students engaged on Day One, featuring James Lemoine. *Harvard Business Publishing*, February 19, 2020. Featured in Harvard's "Inspiring Minds" series.

Servant leadership is good for business – and women are better at it. *Phys.org*, January 7, 2020. Coverage of research.

Lemoine, G.J. Is it ever okay to lie in a job interview? *Fast Company*, October 11, 2019.

This article was also featured in *The Conversation*, *Business Insider*, *San Francisco Chronicle*, *Houston Chronicle*, *New Haven (CT) Register*, *Greenwich Time*, and other outlets.

Lemoine, G.J. The curious case of business ethics – and why nobody can quite agree. *Buffalo Business*, Autumn 2019.

How does a banker dress for work? At M&T, sometimes now in jeans. *The Buffalo News*, April 13, 2019. Interviewed for article.

Pieper, R., & **Lemoine, G.J.** Are we at a new normal? *Milwaukee Business News*, March 25, 2019. This article was also featured in *Urban Milwaukee* and by *WI Servant Leadership*.

Why Moral Leadership Matters. *Academy of Management Insights*, January 25, 2019. Coverage of research.

** This article was one of this outlet's top ten most-read articles for 2019.*

What does VUCA really mean? *Forbes*, December 19, 2018. Coverage of research.

Sticking to your morals benefits your company, study says (but there's a catch). *Inc.*, November 20, 2018. Coverage of research.

Successful leaders prioritize their moral compass. *Futurity*, October 25, 2018. Coverage of research. This article was also figured by the *World Economic Forum*.

Smith, T., Kirkman, B., Chen, G., & **Lemoine, G.J.** Research: When Employees Work on Multiple Teams, Good Bosses Can Have Ripple Effects. *Harvard Business Review* (online), September 26, 2018.

Retraining programs aid LI workers in jobs at risk of automation. *Newday*, July 27, 2018. Interviewed for article.

Corporate America touts moral backbone in Trump era. *AFP*, May 31, 2018. Interviewed for article. This article was also featured in *The Daily Mail*, *Yahoo News*, *Yahoo Finance*, *Breitbart News*, *Kremlin Post*, *The Straits Times*, and other international outlets.

Lemoine, G.J. Teaching Heterodoxy: How lying to my students helps them find their voice and pursue truth. Heterodox Academy blog, March 8, 2018.

** Featured as one of HA's "10 steps professors can take this semester to promote open inquiry and constructive disagreement in their classrooms", August 24, 2018*

Legal and ethics experts weigh in on Lauer firing. Spectrum News. November 29, 2017. Interviewed for television news segment.

Keeping your employees happy isn't always about higher pay – Here are 6 alternatives. *Entrepreneur*, October 26, 2017. Coverage of research.

Here's how to handle running over your budget like the Secret Service. *Money-ish* (Dow Jones), August 22, 2017. Interviewed for article.

Lemoine, G.J. What is servant leadership? Greenleaf Center for Servant Leadership blog, April 10, 2017.

Lemoine, G.J. Boss or leader? TRI Leadership Resources guest blog, March 1, 2017.

How Women Leaders Emerge From Leaderless Groups. *Fast Company*, September 12, 2016. Coverage of research.

Set challenging but realistic goals for your organization. *Buffalo Business*. Autumn 2016 issue. Coverage of research.

Open Communication Makes Female Leaders More Effective. *Business News Daily*. September 6, 2016. Coverage of research.

Women can get ahead, but it isn't easy. *The Clarion-Leger*, August 29, 2016. Coverage of research.

3 Ways to Use Data to Set and Track Your Organizational Goals. *Entrepreneur*, August 2, 2016. Coverage of research.
This article was also featured on several Hearst newspapers including the *San Antonio Express News*, the *Connecticut Post*, the *News-Times*, the *Stamford Advocate*, and the *Greenwich Time*.

STUDY: Women who play sports lead in business. WKBW. May 23, 2016. Interviewed for television news segment.

Increase Employee Morale in the Workplace By Doing This One Thing. *Jobs & Hire*. May 10, 2016. Coverage of research.

Low Employee Morale? Your Goals Might Be Too Ambitious. *Business News Daily*. May 2, 2016. Coverage of research.

Organizational goals should be challenging but realistic, study finds. *Phys.org*. April 28, 2016. Coverage of research.

Conquering the C-Suite: The evolution of women in leadership. *Buffalo Business*. Spring 2016 issue. Coverage of research.

Lemoine, G.J., & Bennett, N. Viewpoint: The essential leadership challenge for 2016 is overcoming VUCA. *Atlanta Business Chronicle*. January 5, 2016.

Angemessen antworten: Ein Gespräch mit Jim Lemoine über den Einfluss von VUCA auf das Führungsverhalten. *Organizations Entwicklung: Zeitschrift für Unternehmensentwicklung und Change Management*. Issue 4, 2015: October 16, 2015. (translation: “Respond appropriately: An interview with Jim Lemoine about the impact of VUCA on leadership behavior”)

TEACHING EXPERIENCE

University at Buffalo (SUNY), School of Management

MGB 301 - Organizational Behavior - Instructor of record

- One session, Spring 2020. Overall class evaluation: 4.9 out of 5.
- One session, Spring 2019. Instructor evaluation: 4.9 out of 5.
- One session, Spring 2018. Instructor evaluation: 5.0 out of 5.
- One session, Fall 2017. Instructor evaluation: 4.8 out of 5.
- One session, Spring 2017. Instructor evaluation: 4.92 out of 5.
- Two sessions, Fall 2016. Instructor evaluation: 4.84, 4.95 out of 5.
- Three sessions, Spring 2016. Instructor evaluation: 4.81, 4.86, and 4.96 out of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

MGB E601 (EMBA) – Organizational Behavior – Instructor of record.

- One session, Fall 2019. Instructor evaluation: in progress.
- One session, Fall 2018. Instructor evaluation: 4.89 out of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

MGB 620 – Ethics, Leadership, and Other Deceptively Complicated Things (PMBA).

- One session, Spring 2018. Instructor evaluation: 4.9 out of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

MGB 795 – Leadership (Ph.D.) Seminar – Instructor of record.

- One session, Spring 2018. Instructor evaluation: 5.0 out of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.
- One session, Spring 2016. Instructor evaluation: 5.0 out of 5.
- Responsible for syllabus and curriculum development for a joint seminar with five other OHR faculty members.

Advanced Microsoft Excel Seminar – Course founder and instructor of record.

- One session, Spring 2017 (taken over by other faculty after course establishment). No evaluation offered.
- Responsible for syllabus and curriculum development for a new ongoing seminar offered by the University’s School of Management.

Georgia Institute of Technology, Scheller College of Business

MGT 3101 - Organizational Behavior - Instructor of record

- Three sessions, Spring 2013-Fall 2013. Avg. overall evaluation: 4.97 of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

MNGT 1034P - Advanced Microsoft Excel for Data Analysis - Instructor of record

- Nineteen sessions, Spring 2011-Spring 2015. Avg. overall evaluation: 4.87 of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

MGT 4193 - Servant Leadership, Values, and Systems - Instructor of record

- One session, Summer 2014. Avg. overall evaluation: 5.0 of 5.
- Responsible for syllabus and curriculum development, delivery, and all grading.

AWARDS

Best Paper designation, Organizational Behavior division, Academy of Management, 2020.

Finalist, Rising Star in Leadership Award, Academy of Management, 2020.

Above and Beyond Award, Friends of Night People, 2019.

Best Reviewer in Track, Organizational Behavior division, Southern Management Association, 2019.

Finalist, Rising Star in Leadership Award, Academy of Management, 2019.

Fredric M. Jablin Doctoral Dissertation Award, International Leadership Association, 2016.

Best Dissertation-based Paper Award, Organizational Behavior division, Academy of Management, 2016.

Best Paper designation, Organizational Behavior division, Academy of Management, 2016.

School Wellness Team Higher Education Partner of the Year, Buffalo Public Schools, 2016.

Best Reviewer in Track, Organizational Behavior division, Southern Management Association, 2015.

Outstanding Reviewer designation, Southern Management Association, 2012-2015.

Outstanding Reviewer designation, Organizational Behavior division, Academy of Management, 2014.

Georgia Tech Graduate Student Instructor of the Year, 2013-2014.

Greenleaf Research Scholar Award, Greenleaf Center for Servant Leadership, 2013.

Georgia Tech Thank-A-Teacher Award, 2013.

Teaching PhD Candidate of the Year, Scheller College of Business, 2012-2013.

Best Doctoral Paper in Organizational Behavior Track, Southern Management Association, 2012.

Best Proposal for Leadership PDW award, Academy of Management, 2012.

Georgia Institute of Technology Dean's Fellowship, 2010-2014.

SERVICE

- Organizational Behavior Track Co-Chair of the Southern Management Association, 2019-2020.
- Research Track Chair of the International Servant Leadership Summit, 2020.
- Editorial Board, *Group & Organization Management*, 2019-present.
- Editorial Board, *Journal of Organizational Behavior*, 2018-present.
- Editorial Board, *Human Resource Management*, 2018-present.
- Reviewer (ad-hoc), *Academy of Management Journal*, 2019-present.
- Reviewer (ad-hoc), *Journal of Business Ethics*, 2019.
- Reviewer (ad-hoc), *Journal of Occupational and Organizational Psychology*, 2019.
- Reviewer (ad-hoc), *Group Processes & Intergroup Relations*, 2019.
- Reviewer (ad-hoc), *Organizational Behavior & Human Decision Process*, 2018.
- Reviewer (ad-hoc), *Group & Organization Management*, 2018.
- Reviewer (ad-hoc), *Small Group Research*, 2018.
- Reviewer (ad-hoc), *Frontiers in Psychology*, 2018.
- Reviewer (ad-hoc), *Journal of Organizational Behavior*, 2017-18.
- Reviewer (ad-hoc), *Human Resource Management*, 2014-18.
- Reviewer (ad-hoc), *Oxford Press*, 2014-2017.
- Best Paper Selection Committee, *Journal of Organizational Behavior*, 2019.
- Mentor/Reactor, UB Center for Entrepreneurial Leadership, 2020.
- Advisor on “Cultivating Virtue: Servant Leadership Development for Education” project, University of Missouri-St. Louis, recipient of John Templeton Foundation grant.
- Hiring Committee Chair, University at Buffalo OHR Dept., 2019.
- Selection Committee, Best Overall Doctoral Student Paper, Southern Management Association, 2019.
- Selection Committee, Best Dissertation-Based Paper, Organizational Behavior division, Academy of Management, 2017, 2018.
- Faculty Marshal, UB Undergraduate Commencement, 2017-present.
- Mock classroom instructor, UB Undergraduate Recruitment, 2019.
- Podcast host, UB Center for Leadership and Organizational Effectiveness, 2019.
- Undergraduate Program Committee, Department of Organization and Human Resources, University at Buffalo, 2016-present.
- OB Ambassador, Academy of Management, 2016-present.
- Selection Committee, Greenleaf Scholars Program, 2016-present.
- Board of Trustees, Greenleaf Center for Servant Leadership, 2015-present.
- Southern Management Association Member Involvement Committee, 2015-present.
- Coach, University at Buffalo-SUNY MBA LeaderCORE program, 2015-present.
- Member, Best Test committee, Greenleaf Center for Servant Leadership, 2015-2016.
- PDW Co-Chair, Academy of Management, Teaching Theme Committee, 2014-2015.
- Selection Committee, OB Track Best Doctoral Student Paper, Southern Management Association, 2014 & 2015.
- Roundtable discussion leader on research productivity for the Academy of Management’s New Doctoral Student Consortium, 2015.
- Roundtable discussion leader for the Teaching Theme Committee (TTC – 2016-17, 19), Gender & Diversity in Organizations (GDO - 2013-2015) and Research Methods

(RM - 2014) divisions for the Academy of Management's New Doctoral Student Consortium, 2013-2017.
Reviewer, Annual Meeting of the Academy of Management (AOM), 2012-2018.
Reviewer, Annual Meeting of the Southern Management Association (SMA), 2012-2018.
Reviewer (ad-hoc), *Journal of Business Research*, 2014
Member, Library Graduate Student Advisory Board, Georgia Tech, 2012-2014.
Member, Faculty Advisory Board, the Undergraduate Consulting Club at Georgia Tech, 2012-2013.
Member, Academy of Management Teaching Theme Committee, 2011-2019.

Volunteer, Friends of Night People, Buffalo, NY, 2017-present.
Louisiana FFA Alumni President, 2008-2010.
FBLA-Phi Beta Lambda National President, 1997-98.

SELECTED PROFESSIONAL / WORK EXPERIENCE

Leadership Fellow, TRI Leadership Resources, 1999-2010
Owner, Weezie's Cleaners, 2008-2010
District General Manager, Schwan's Home Service, 2005-2008
Director of Sales and Marketing, Trustfile, 2004-2005
Regional Manager, Cingular Wireless, 1998-2002

ACADEMIC AFFILIATIONS

Academy of Management, 2010-present.
Southern Management Association, 2011-present.
Heterodox Academy, 2017-present.
American Psychological Association, 2014-2015.