

**JANAKI GOOTY, Ph.D.**

Belk College of Business  
University of North Carolina, Charlotte  
Phone: (607) 761-7331  
jgooty@uncc.edu

---

**EDUCATION**

*Ph.D.*, 2007  
Oklahoma State University  
Major: Organizational Behavior (Management)

*M.B.A.*, 2006  
University of Central Oklahoma

*B.S.*, 2000  
The National Institute of Engineering, Mysore, India  
Major: Electrical and Electronics Engineering

**ACADEMIC POSITIONS**

2023 – current	Co-Director, BCOB Center for Leadership Science (CLS), University of North Carolina, Charlotte
2022 - current:	Professor, Belk College of Business and Organizational Science PhD program, University of North Carolina, Charlotte  Director of the MBA Program (BCOB); Director, Dual MBA Program with EGADE Business School, Monterrey, Mexico
2022 - current:	Honorary Professor, University of Exeter Business School, UK
2016 - 2022:	Associate Professor, Belk College of Business and Organizational Science PhD program, University of North Carolina, Charlotte
2010 - 2016:	Assistant Professor, Belk College of Business and Organizational Science PhD program, University of North Carolina, Charlotte
2007- 2010:	Assistant Professor, School of Management and Bass Center for Leadership Studies, Binghamton University.
2006 - 2007:	Visiting assistant professor, Oklahoma State University, Tulsa

## **PROFESSIONAL POSITIONS**

- Senior Associate Editor – *The Leadership Quarterly*, (2023-2024)
- Guest Co-Editor: *Journal of Management Scientific Reports SI: Theory Testing and Replications in Leadership Science* (2024-2025)
- Associate Editor – *The Leadership Quarterly*, (2019-2023)
- Guest Co-Editor, *The Leadership Quarterly SI on Replications and Registered Reports* (2019-2023).
- Steering Committee member, *Consortium for the Advancement of Research Methods and Analysis (CARMA)* (2023-)
- Advisory Board, Advancement of Replications Initiative in Management (ARIM)
- Past President, *Southern Management Association*, 2021 - 2022
- President, *Southern Management Association*, 2020-2021
- Chair, *Journal of Management Scientific Reports* Exploratory and Founding Committees (2019-2021)
- President-Elect, *Southern Management Association*, 2019-2020
- Program Chair and Vice President, *Southern Management Association*, 2018-2019
- Program Chair Elect and Vice President Elect, *Southern Management Association*, 2017 - 2018
- Representative-at-Large, Research Methods Division, *Academy of Management*, 2016 - 2019
- Associate Editor, *Journal of Occupational and Organizational Psychology*, 2014-2016.
- Guest Co-Editor, *The Leadership Quarterly SI on Leadership, Affect and Emotion* (2015)
- Elected member, Board of Governors, *Southern Management Association*, 2011 - 2014.
- Doctoral student consortium coordinator, *Southern Management Association Meetings*, 2014-2016.

### **Grants, Book, and Awards**

- Organizational Behavior Textbook (2024): ORGB, 7<sup>th</sup> edition, Debra Nelson, Janaki Gooty & James Campbell Quick.
- Co-PI: NSF (2024) – \$147,000
- Co-PI: Truist Bank Summer Grant (2024) – \$ 20,000
- Charlotte Business Journal (CBJ) 2023 Power 100 Honoree  
<https://www.bizjournals.com/charlotte/c/power-100-dei/19730/dr-janaki-gooty.html>  
(This award recognizes local business leaders contributing to diversity, equity and inclusion mission of the Greater Charlotte Metropolitan Region).
- Charlotte Business Journal (CBJ) 2023 Women in Business Award winner  
<https://www.bizjournals.com/charlotte/news/2023/03/03/women-in-business-janaki-gooty-unc-charlotte.html>  
(This award recognizes the leadership and professional achievements of women in the Greater Charlotte Business community).
- Lead PI: Truist Bank grant for Gender Inclusive Leadership (2023): \$45,000
- 2023 *UNC Charlotte IGNITE*- The Center for Leadership Science: *Funded*: \$94,507
- Dean's Inaugural award for Diversity, Equity & Inclusion, 2021 - \$1000

- 2021 Center for Creative Leadership/Leadership Quarterly Best Paper Award
- Center for Open Science (Department of Defense) Grants - \$20,000 – (2020, 2021).
- School of Data Science, Summer seed grant (with Banks, Tonidandel & Duo: 2021) – 10,000
- Elected to SMA Fellows: 2020
- Summer Research Grant, BCOB, University of North Carolina, Charlotte (2014, 2016, 2017, 2018, 2019, 2020, 2021): \$96,000
- Dean’s Scholar Grant, BCOB, University of North Carolina, Charlotte (2015): \$18,000
- Outstanding reviewer award, *Research Methods, Southern Management Association meetings* (2008)

## **RESEARCH INTERESTS**

### **[Gooty Google Scholar Page](#)**

My research focuses on leadership at multiple levels of analyses with a specific focus on inclusive research designs, values/ethics, and emotions in the process of leading. Specifically, I examine three themes that are deeply intertwined: 1) Creation of gender and race neutral definitions of leadership phenomena (e.g., identity, leader behavior, sensemaking); 2) The role of emotions such as pride, anger, sadness or compassion in motivating leaders and followers to action; and 3) The creation of shared realities (i.e., vision) via leader espoused values and expressed emotions in leader-follower relationships. My training and expertise are primarily in quantitative and multi-level research methods. My research, however, increasingly relies upon mixed methods in addition to my traditional view of leadership at multiple levels of analyses via quantitative methods.

## **Publications**

(† denotes graduate student coauthor at time of submission)

1. †McBride, A., Howe, L., Gooty, J., & Banks, G.C. (2024). Seeing with Counterfactual Lenses: Alternative Assumptions at the Intersection of Leadership and Identity. *The Leadership Quarterly*, <https://doi.org/10.1016/j.leafqua.2023.101769>
2. Williams, C. E., Thomas, J. S., Banks, G. C., †Toth, A., Bennett, A. A., & Dunn, A. M., McBride, A., & Gooty, J. (2024). The Role of Emotion in Job Satisfaction: A Meta-Analysis. *Journal of Organizational Behavior*, 45(1): 97-116. (<https://doi.org/10.1002/job.2747>)
3. Gooty, J., Banks, G.C., McBride†, A. M. & van Knippenberg, D. (2024). Is Authenticity a “true self,” Multiple Selves, Behavior, Evaluation, or a Hot Mess? Response to Helmuth et al. *Journal of Organizational Behavior*, 45(1): 145-150 (<https://doi.org/10.1002/job.2752>)
4. Carsten, M., Clapp-Smith, R., Haslam, S. A., Bastardo, N., Gooty, J., Connelly, S., Spain, S. (2023). Doing better leadership science via replications and registered reports. *The Leadership Quarterly*, 34(4), 1–7. <https://doi.org/10.1016/j.leafqua.2023.101712>

5. Gooty, J., Ruggs, E., Aguinis, H., Bergeron, D., Eby, L., van Knippenberg, D., Post, C., Rupp, D., Thatcher, S. M.B., Tonidandel, S., & Yammarino, F. J. (2023). Stronger Together: A Call for Gender Inclusive Leadership in Business Schools. *Journal of Management*. (<https://doi.org/10.1177/01492063231178792>)
  - a. Making Business School Leadership Gender Inclusive, *AACSB Insights*. (September, 2023). (<https://www.aacsb.edu/insights/articles/2023/09/making-business-school-leadership-gender-inclusive>)
  - b. <https://inside.charlotte.edu/news-features/2023-07-31/stronger-together>
6. Banks., G.C., Gooty, J., †Stock, G., †McBride, A., & †Sargent, A.S. Leader emergence for women: A test of charismatic and ethical leadership behaviors. (In Principle Acceptance, at *Leadership Quarterly*)
7. Flinchum, J<sup>†</sup>., Kreamer, L<sup>†</sup>., Rogelberg, S. & Gooty, J. (2022). One-on-One Meetings between Managers and Direct Reports: A New Opportunity for Meeting Science. *Organizational Psychology Review*. (doi: <https://doi.org/10.1177%2F20413866221097570>)
8. Gooty, J., Banks., G.C., Loignon, A., Tonidandel, S., & †Williams, C.W. (2021). Meta-analyses as a Multi-level Model. *Organizational Research Methods*, 24(2), 389-411.
  - a. Multi-level Meta Shiny App: <https://orgscience.uncc.edu/about-us/resources>
  - b. CARMA lecture: <https://carmattu.com/janaki-gooty/>
9. Banks, G. C., \*Fischer, T., \*Gooty, J., & †Stock, G. (2021). Mapping the terrain of ethical leadership (behavior): Concept cleanup and future research agenda. *Leadership Quarterly*, 32 (2). (\* equal authorship)  
(2021 CCL/ *Leadership Quarterly* Best Paper award)
10. Gooty, J., Thomas, J.S., Yammarino, F.J., †Meduagh, M., & †Kim, J. (2019). Positive and negative emotional tone convergence: An empirical examination of associations with leader and follower LMX. *Leadership Quarterly*. 30(4), 427-439.
11. †Loignon, A.C., Gooty, J., Rogelberg, S., Lucianetti, L. (2019). Disagreement in leader-follower dyadic exchanges: Shared relationship satisfaction and investment as antecedents. *Journal of Occupational and Organizational Psychology*. 92, 618-644.
12. Yammarino, F.J., & Gooty, J. (2019). Cross-level models. *The Handbook of Multilevel Theory, Measurement, and Analysis*, S. E. Humphrey and J. M. LeBreton (Editors-in-Chief), Washington, DC: American Psychological Association.
13. Banks, G.C., Gooty, J., †Ross, R., †Williams, C., & †Harrington, N.T. (2018). Construct redundancy in leader behaviors: A review and agenda for the future. *Leadership Quarterly*. 29(1), 236-251.

**(Finalist for *Leadership Quarterly* Best Paper Award)**

14. Dionne, S., Gooty, J., Yammarino, F., & Sayama, H. (2018). Multi-level dynamics of cognitions and emotions on crisis decisions of collectives. *Organizational Psychology Review*, 8(2-3), 95–124.

15. Banks, G. C., †Engemann, K. E., †Williams, C. E., Gooty, J., Davis McCauley, K., & †Medaugh, M. (2017). A meta-analytic review and future research agenda of charismatic leadership. *Leadership Quarterly*, 28, 508-529.

**(Finalist for *Leadership Quarterly* Best Paper Award)**

16. Yammarino, F.J., & Gooty, J. (2017). Multi-level issues and dyads in leadership research. In B. Schyns, R. Hall, & P. Neves (Eds.), *Handbook of methods in leadership research* Cheltenham, Glos, UK: Edward Elgar Publishing.

17. Little, L. M, Gooty, J., & Williams, M. (2016). Leaders pay the price when they mismanage employees' negative feelings. *London School of Economics Business Review*.

18. Little, L. M, Gooty, J., & Williams, M. (2016). The role of leader emotion management strategies in leader member exchange and follower outcomes. *Leadership Quarterly*, 27, 85-97.

19. Gooty, J., & Yammarino, F. J. (2016). The leader-member exchange relationship: A multi-source, cross-level investigation. *Journal of Management*, 42, 915-935.

20. Frazier, L., Gooty, J., Little, L., & Nelson, D. (2015). Employee attachment: Implications for supervisor trustworthiness and trust. *Journal of Business and Psychology*, 30,373-386.

21. Connelly, S., & Gooty, J. (2015). Leading with emotion: An introduction and review of the Special Issue. *Leadership Quarterly*, 27,

22. Gooty, J., Gavin, M.B., Ashkanasy, N.M., & †Thomas, J.S. (2014). The wisdom of letting go and performance: The moderating role of emotional intelligence and discrete emotions. *Journal of Occupational and Organizational Psychology*, 87, 392-413.

23. Braddy, P., Gooty, J., Fleenor, J., & Yammarino, F. J. (2014). Leader behaviors and career derailment potential: A multi-analytic method examination of rating source and self-other agreement. *Leadership Quarterly*, 25, 373–390.

24. Gooty, J., †Serban, A., †Thomas, J.S., Gavin, M.B., & Yammarino, F.J. (2012). Use and misuse of levels of analysis in leadership research: An illustrative review of leader-member exchange. *Leadership Quarterly*, 23, 1080 -1103.

**(Finalist 2012 Leadership Quarterly Best Paper)**

25. Little, L.M., Kluemper, D.H., Nelson, D.L., & Gooty, J. (2012). Development and validation of the interpersonal emotion management strategies (IEMS) scale. *Journal of Occupational and Organizational Psychology*, 85, 407-420.

26. Gooty, J., & Yammarino, F.J. (2011). \*Dyads in organizational research: Conceptual issues and multilevel analyses. *Organizational Research Methods*, 14, 456-483.

**(Finalist 2011 Organizational Research Methods Best Paper award)**

27. Gooty, J., Connelly, S., †Griffith, J., & †Gupta, A. (2010). \*Leadership, affect and emotions: A state of the science review. *Leadership Quarterly*, 21, 979-1004.

**(Finalist & First runner up 2020 Leadership Quarterly Decennial award)**

28. Frazier, M.L., Johnson, P., Gavin, M.B., Gooty, J., & Snow, D.B. (2010). Organizational justice, trust and trustworthiness: A Multifoci examination. *Group and Organization Management*, 35, 39 - 76.

29. Gooty, J., Gavin, M.B., & Ashkanasy, N.M. (2009). Emotion research in OB: The challenges that lie ahead. *Journal of Organizational Behavior*, 30, 833-838.

30. Simmons, B.L., Gooty, J., Nelson, D.L., & Little, L.M. (2009). Secure attachment: implications for hope, trust, burnout, and performance. *Journal of Organizational Behavior*, 30, 233-247.

31. Gooty, J., Gavin, M.B., Frazier, M.L., Johnson, P., & Snow, B. (2009). In the eyes of the beholder: Transformational leadership, Positive psychological capital and performance. *Journal of Leadership and Organizational Studies*, 15, 353-367.

32. DeGroot, T. G., & Gooty, J. (2009). Can nonverbal cues be used to make meaningful personality attributions in employment interviews? *Journal of Business and Psychology*, 24, 179-192.

33. Little, L.M., Gooty, J., & Nelson, D.L. (2007). Positive psychological capital: Has positivity clouded measurement rigor? In D. L. Nelson and C. L. Cooper, *Positive Organizational Behavior*. Sage Publications

34. Michie, S., & Gooty, J. (2005). Values, emotions, and authenticity: Will the real leader please stand up? *Leadership Quarterly*, 16, 441-457.

**Ongoing Works**

35. †Williams, C. E., Gooty, J., Banks, G. C., †Toth, A., Thomas, J. S., Bennett, A. A., &

- Dunn, A. M. The Affective Revolution Revisited: A Meta-Analysis and Future Agenda. (under review at *Journal of Vocational Behavior*)
36. Gooty, J., †Kreamer, L. K., Tonidandel, S.T., †McBride, A.M., & Banks., G. C. Crisis Leader Behaviors (CLB): An Integrative Review and Future Agenda.
  37. Gooty, J., Tonidandel., S.T., † McBride, A.M., †Kreamer, L.K., & Banks., G.C. A Gender Inclusive Model of Leader Sensemaking and Sense giving Behaviors During Crisis. ( Third review at *Journal of Organizational Behavior*)
  38. Schilpzand, P., Huang, L., †Hamrick, A., & Gooty, J. Pride in the Workplace: An Integrative Review, Synthesis, and Future Research Agenda. ( under review at *Journal of Organizational Behavior*)
  39. †Williams, C.E., Thomas, J.S., Gooty, J., & Dunne, D. When Feeling Bad is Good: The Positive role of Negative Emotion-Laden Conversations in Leader-Follower Relationships. ( revision under review at *Journal of Occupational and Organizational Psychology*)
  40. Neely, B., †McBride, A.M., †Catoe, J., †Wilson, M., Gooty., J., & King, E. Leadership for DEI: An Integrative Review
  41. Gooty, J., Loignon, A., †Medaugh, M., †Williams, C.W., Yammarino, F.J., & Uhrich, B. Just Breathe: Impact of Yoga on Work and Well-Being Outcomes from Two Longitudinal Quasi-Experiments.
  42. †Wiggs, L., Gooty, J.. An examination of the credibility of racial justice statements: Do Leader Charisma and Race Matter?
  43. Thomas, J.S., Williams, C.E., Connelly, S., †McBride, A. †Gupta., A., †Albritton, B., †Kreamer, L., & Gooty, J. Getting to the Heart of the Matter: A Systematic Review of Emotions and Leadership.
  44. Gooty, J., †Fu, S., & Yammarino, F. J. Dyadic Research in Organizations: Critical Steps in Conceptualization and Testing. (under review at *Journal of Business and Psychology*)

### **Conference Presentations**

#### **2024**

1. Gooty, J. Invited Panelist. Improving leadership research around the globe: A mentoring session, *Annual Meetings of the Academy of Management, Chicago, Illinois.*
2. Gooty, J. Invited Panelist. For the Love of Leadership: Leadership Doctoral Student Consortium, *Annual Meetings of the Academy of Management, Chicago, Illinois.*
3. Gooty, J. Invited panelist. Checking the numbers: A PDW to build Methods Focused



Reviewing Skills. *Annual Meetings of the Academy of Management, Chicago, Illinois.*

4. Gooty, J. Invited panelist. South Asian Women's experiences and Challenges in the US: Future Directions for Scholarship. *Annual Meetings of the Academy of Management, Chicago, Illinois.*
5. Gooty, J. Invited Speaker. Doctoral consortium. *7th Interdisciplinary Perspectives on Leadership Symposium on Inclusive Leadership. Thessaloniki, Greece.*
6. Gooty, J., Ruggs, E.N., Eby, L., Devers, C., Gilson, L., & Thatcher, S.M. Sticky Floors and Glass Ceilings: Gender Biases and Solutions in the Academy. *Annual Meetings of the Southern Management Association, San Antonio, Texas.*
7. Gooty, J. Invited panelist. The Crisis in LMX Research: An SMA PDI Calling for Help! *Annual Meetings of the Southern Management Association, San Antonio, Texas.*

### 2023

8. Gooty, J. Invited Panelist. HR Division Late-Stage Doctoral Consortium, *Annual Meetings of the Academy of Management, Boston, Massachusetts.*
9. Gooty, J. Invited Panelist. Improving leadership research around the globe: A mentoring session, *Annual Meetings of the Academy of Management, Boston, Massachusetts.*
10. McBride, A.M., Kreamer, L., Gooty, J., & Tonidandel, S. Leader Behavior in Crisis: Casting off the Heroic (Masculine) Aura. In symposium titled, "Understanding the Grand Challenge of Gender Inequality in a Pandemic and Post Pandemic World." *Annual Meetings of the Academy of Management, Boston, Massachusetts.*
11. Gooty, J. Discussant. Symposium titled, "Negative Emotions at Work: Responding to Modern Day Challenges and Hindrances". *Annual Meetings of the Academy of Management, Boston, Massachusetts.*
12. Kreamer, L., McBride, A.M., Stock, G., Gooty, J., & Tonidandel, S. Unpacking Crisis Leader behaviors: Exploring the Boundaries of Leader Effectiveness During Crisis. *Annual Meetings of the Academy of Management, Boston, Massachusetts.*
13. Gooty, J., Ruggs, E.N., Eby, L., Devers, C., Gilson, L., & Thatcher, S.M. Sticky Floors and Glass Ceilings: Gender Biases and Solutions in the Academy. *Annual Meetings of the Southern Management Association, St. Pete's beach, Florida.*

### 2022

14. †McBride, A.M., & Gooty, J. Fusing Disparate Research Streams: Mental Health, Well-being, and Entrepreneurship. *Annual Meetings of the Academy of Management, Seattle, Washington.*
15. †Redler, E., †Wilde, N., †Meyer, K., Gooty, J. The Value of Management Theory: A Constructive Replication of Miner (2003). In "Building a Better Management Science Through Theory Testing and Refinement". *Annual Meetings of the Academy of Management, Seattle, Washington.*
16. Gooty, J. Ruggs, E.N., & Eby, L. Sticky Floors and Glass Ceilings: Gender Biases and Solutions in the Academy. *Annual Meetings of the Southern Management Association, Little Rock, Arkansas.*



17. Gooty, J. New Directions in Leadership Research (NDLR). Invited participant. *Darden School of Business, University of Virginia.*

## 2021

18. Gooty, J. Invited Speaker. SMA Fellows Panel titled “Post-Pandemic Reset: Launching, building and maintaining a career.” *Annual Meetings of the Southern Management Association, New Orleans, Louisiana.*
19. †Williams, C. E., Thomas, J. S., Gooty, J., Banks, G. C., †Toth, A., Bennett, A. A., & Dunn, A. M. The Role of Emotion in Job Satisfaction: A Meta-Analysis. *Annual Meetings of the Southern Management Association, New Orleans, Louisiana.*
20. †McBride, A., Howe, L., & Gooty, J., Social Identity Theory and Leadership in the Neoliberal Organization: Challenges and New Directions. *Annual Meetings of the Southern Management Association, New Orleans, Louisiana.*
21. Gooty, J. Journal Editors’ Panel on Allyship in Science: Reflections from the Editors on Pathways to Inclusion. *Annual Meetings of the Southern Management Association, New Orleans, Louisiana.*

## 2020

22. Gooty, J. Invited Speaker. PDW titled - Next stop – Nerd Central: How to Get on the Research Methods Train. *Annual Meetings of the Academy of Management.*
23. Gooty, J. Invited speaker. Organizational Behavior Division Research Incubator. *Annual Meetings of the Academy of Management.*
24. Gooty, J. Invited Speaker. PDW titled - Broadening Our Sight Through Replication: Insights about Replication as a Research Methodology. *Annual Meetings of the Academy of Management.*
25. †Pathiki, C., Gooty, J., Kluemper, D.H., Little., L.M., †Williams, C.E. The Role of a LMX Defining Memory and Relationship Emotions in Leader-Follower Relationships. *Annual Meetings of the Academy of Management.*
26. Gooty, J. Invited Speaker. Panel titled - Leadership: What Have We Learned in the Last 25 Years? *Annual Meetings of the Society for Industrial and Organizational Psychology.*
27. Rogelberg, S. R., †Flinchum, J., †Kreamer, L.M., †Hausfield, M.M., †Kavanagh, K., Gooty, J. It's Just You and Me: Exploring Dyadic Meetings in the Workplace. *Annual Meetings of the Society for Industrial and Organizational Psychology.*

## 2019

28. Gooty, J. Invited Speaker. PDW titled, Next stop – Nerd Central: How to Get on the Research Methods Train. *Annual Meetings of the Academy of Management.*
29. Williams, C & Gooty, J. Caucus organizers. Research with Refugee and Immigrant Populations: Challenges and Opportunities. *Annual Meetings of the Academy of Management.*
30. Williams, C & Gooty, J. Refugees in the Workforce: Obtaining Employment and Career Success after Resettlement. Symposium under review. *Annual Meetings of the Academy of Management.*

31. Gooty, J. Invited speaker. PDW titled, Dyads in Multilevel Theory and Methods: Deeper Appreciation for an Essential Level of Analysis. *Annual Meetings of the Academy of Management*.
32. Gooty, J. Invited speaker. PDW titled, Mental Health and Well-being as the Link between Entrepreneurship and Leadership Research. *Annual Meetings of the Academy of Management*.
33. Williams, C., Gooty, J., & Long, S. D. Emotion Regulation and Dyadic Work Relationships. In symposium titled, *Interpersonal Emotion Regulation in the Workplace (Chair: Hector Madrid)*. EAWOP, Turn, Italy.

### 2018

34. Williams, C.E., Thomas, J.S., Gooty, J., & Dunne, D. Asymmetrical effects of leader emotion expressions: How and when is it constructive? In Gonzales, M., Larson, E., & Cohen-Charash, Y. (Chairs) symposium titled, “*Overcoming Value Judgments of Affect: Adverse Effects of Feeling Good and Benefits of Feeling Bad*”. *Annual Meetings of the Academy of Management, Chicago, Illinois*.
35. Loignon., A.C., Gooty, J., Rogelberg, S.G., & Lucianetti. In Darden, T., & Lambert, L. (Chairs) symposium titled, “*Employer-Employee Relationships: New Approaches to LMX and Psychological Contracts Research*. *Annual Meetings of the Academy of Management, Chicago, Illinois*.
36. Woehr, D.J, Loignon, A.C., Thomas, J.S., & Gooty, J. PDW On Dyads in Organizational Research at *Annual Meeting of the Southern Management Association, Lexington, Kentucky*.
37. Gooty, J. Discussant. In Park, J.W., & Dionne, S.D. (Chairs) symposium titled, *Exploration of Emotions and Leadership in Organizations at Multiple Levels of Analysis*. *Annual Meetings of the Southern Management Association, Lexington, Kentucky*.
38. Gooty, J. Invited speaker. Organizational Behavior Division Research Incubator. PDW at *Annual Meetings of the Academy of Management, Chicago, Illinois*.

### 2017

39. Williams, C.E., & Gooty, J. Constructive Expression of Leader Negative Emotions and Relationships During Change. In Gonzales, M., Larson, E., & Cohen-Charash, Y. (Chairs) symposium titled, “*Viva la Affective Revolution! Using affect to understand organizational behavior*”. *Annual meetings of the Society for Industrial and Organizational Psychology, Orlando, Florida*.
40. †Williams, C, E., Gooty, J., Banks, G.C., †Davidson, A., †Ross, R & Stanley, L. Discrete Emotions and Work Outcomes: A Meta-Analysis and Future Research Agenda. In Gooty, J., & Williams, C.E (Chairs), Symposium titled, “*Discrete emotions and work outcomes*”. *Annual Meetings of the Academy of Management, Atlanta, Georgia*.
41. Gooty, J. Invited panelist. Benefits and challenges of studying discrete emotions. Professional Development Workshop at the *Annual Meetings of the Academy of Management, Atlanta, Georgia*.
42. Gooty, J. Invited speaker. Leadership and inequality. Organizational Behavior Plenary session on Inequality. *Annual Meetings of the Academy of Management, Atlanta, Georgia*.

43. Woehr, D.J, Loignon, A.C., Thomas, J.S., & Gooty, J. PDW On Dyads in Organizational Research at *Annual Meeting of the Southern Management Association, St. Pete's Beach, Florida*.

#### 2016

44. †Medaugh, M., †Loignon, A., †Scheaf, D., Pollack, J. M., & Gooty, J. A Relational Examination of Resource Acquisition in Entrepreneurial Networks. *Annual Meeting of the Academy of Management, Anaheim, California*.
45. Ashkanasy, N.M., Gooty, J., Woehr, D. J., & Wilson-Evered, Elisabeth. Building and Sustaining an Academic Career Offshore: Perspectives from Australia and the United States of America. *Annual Meeting of the British Academy of Management, Newcastle upon Tyne, United Kingdom*.

#### 2015

46. Gooty, J., Thomas, J., Connelly, S. The Leader-Member Exchange Relationship: A Cross Level Examination of Emotions and Emotion-Related Phenomena. In Niven, K & Madrid, H. (Chairs). Emotions and Leadership: How Leader Emotion Influences Followers. *Annual Meeting of the Academy of Management, Vancouver, British Columbia*.
47. Loignon, A.C., Gooty, J., Rogelberg, S.G., Lucianetti, L. The measurement and substantive validity of leader-member exchange at the dyadic level. Paper to be presented at the *Annual Meeting of the Academy of Management, Vancouver, British Columbia*.
48. †Johnson, G., & †Thomas, J.S., Connelly, S., & Gooty, J., Implicit and Explicit Anger Regulation and Customer Service Performance. Poster to be presented at *Annual meetings of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania*.

#### 2014

49. Little, L.M., Gooty, J., & Williams, M. The effects of leader emotion management strategies on leader member exchange, subordinate performance, and job satisfaction. Paper presented at the *Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania*.
50. †Loignon, A., †Thomas, J.S., Woehr, D., Gooty, J., & †Schmidt, P. Justifying team-level constructs: A Quantitative review of aggregation indices. Paper presented at the *Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania*.
51. †Thomas, J.S., †Loignon, A., Gooty, J., & Woehr, D. Examining group-level emergent states: Do aggregation indices really matter? Paper presented at the *Annual Meeting of the Southern Management Association, Savannah, Georgia*.

#### 2013

52. †Thomas, J.S., Gooty, J., & Rogelberg, S.G. Leader influence, cognitive appraisals, and emotions during organizational change. Paper presented at the *Annual Meeting of the Academy of Management, Lake Buena Vista, Florida*.
53. Gooty, J., & Yammarino, F.J. The leader member exchange relationship: A multisource, cross-level investigation. *Southern Management Association Meetings, New Orleans, Louisiana*.

## 2012

54. Gooty, J., Gavin, M.B., Ashkanasy, N.M., & †Shumski, J. The wisdom in letting go: Emotions and performance at work. Paper presented at *EMONET VIII: The Eighth International Conference on Emotions and Worklife, Helsinki, Finland*.
55. Gooty, J & Zellars, K. Coping with abusive supervision: The role of trait mindfulness and rumination. In Paul Spector and Pamela Perrew (Chairs), “Employee responses to workplace abuse”. *Southern Management Association Meetings, Fort. Lauderdale, Florida*.
56. Braddy, P., Gooty, J., Fleenor, J., & Yammarino, F.J. Leadership and derailment: A multi-source, multi-level examination of antecedents. *Annual meetings of the Academy of Management, Boston, Massachusetts*.
57. Gooty, J. LMX emotions and cognitions. University of Houston

## 2011

58. †Shumski, J., & Gooty, J. A multilevel model of emotions and affective commitment to change. In Shumski, J., & Gooty, J (Chairs), Bartunek, J.M (Discussant), “Organizational change and emotions”, *Annual meetings of the Academy of Management, San Antonio, Texas*.
59. Gooty, J., Kluemper, D.H., Little, L.M., & Yammarino, F.J. The role of emotions and cognitions in the development of interpersonal trust. In Frazier, L. M (Chair) & Mayer, R.M. (Discussant). Trust in interpersonal relationships: Emerging concepts and future directions. *Annual meetings of the Academy of Management, San Antonio, Texas*.
60. Janaki Gooty (University of North Carolina, Charlotte). Landing you first job and your second job. Advanced doctoral student consortium, Southern Management Association Meetings.
61. Janaki Gooty (University of North Carolina, Charlotte) and Mark Gavin (Oklahoma State University). “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership”. New Doctoral Student Consortium. Annual meetings of the Academy of Management.

## 2010

62. †Eldredge, C. C., Little, L.M., & Gooty, J. Leader emotion regulation strategies: Follower affective reactions and consequences. In S. Connelly (Chair) & J. Bono (Discussant), “Leaders, followers and emotional regulation: Processes and outcomes”, *Annual meetings of the Society for Industrial and Organizational Psychology, Atlanta, Georgia*.
63. Janaki Gooty (University of North Carolina, Charlotte) and Mark Gavin (Oklahoma State University). “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership”. New Doctoral Student Consortium. Annual meetings of the Academy of Management.
64. Janaki Gooty and Mark Gavin. “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership”. Doctoral student consortium. Southern Management Association Meetings.
65. Janaki Gooty and Mark Gavin. The application of repeated measures designs in management research: opportunities and challenges. Research Methods track, Eastern Academy of Management Meetings, Bangalore, India.

66. Janaki Gooty. The use of cross-classified random coefficient modeling via HLM in multilevel research. Center for Leadership Studies, Binghamton University.

### 2009

67. Gooty, J., & Gavin, M.B. Emotions and Emotional Intelligence: A Field investigation. *Academy of Management Meetings in Chicago, Illinois.*
68. Gooty, J., & Yammarino, F.J. Leader - member social exchange: A multi-level examination of antecedents and consequences. In M.T. Dasborough, H.H.M. Tse., & N. M. Ashkanasy (Chairs), "Meso-Paradigm Modeling in Leadership", *Society for Industrial and Organizational Psychology, New Orleans, Louisiana.*
69. †Larch, A., Gupta, V., & Gooty, J. Leadership in strategic decision making teams: The role of gender identity and gender differences. *Southern Management Association Meetings, Ashville, North Carolina.*
70. Little, L.M., Gooty, J., Nelson, D.L., & M. L. Frazier. Attachment theory and trust: Implications for performance and citizenship behaviors. *Southern Management Association Meetings, Ashville, North Carolina.*
71. Frazier, M.L., Little, L.M., Gooty, J., Nelson, D.L., Johnson, P., & Bolton, J. Does similarity in attachment security predict performance outcomes? *Society for Industrial and Organizational Psychology, New Orleans, Louisiana.*
72. Janaki Gooty and Mark Gavin. "Navigating the Dissertation: Hints from a Successful Student/Chair Partnership". Doctoral student consortium. Southern Management Association Meetings.
73. Janaki Gooty. Conceptual and methodological advances in the study of dyads: RCM and WABA. Syracuse University.

### 2008

74. Gooty, J & Gavin, M.B. On the interplay between emotion and cognition: The role of ability based emotional intelligence and discrete emotions in organizational life. *Academy of Management meetings in Anaheim, California.*
75. Jaussi, K., Gooty, J., & Randel, A. Environmental scouting, positive emotions, and creativity at work. *Society for Industrial and Organizational Psychology in San Francisco, California.*
76. M.L. Frazier, P. Johnson., Gooty, J., & Gavin, M. Transformational leadership and psychological capital: Implications for performance and OCB. *Society for Industrial and Organizational Psychology in San Francisco, California.*
77. Janaki Gooty and Mark Gavin. "Navigating the Dissertation: Hints from a Successful Student/Chair Partnership". Doctoral student consortium. Southern Management Association Meetings.

### 2007

78. Little, L.M., Gooty, J., & Nelson, D.L. Attachment styles and interpersonal trust at work. In J. C. Quick (Chair) and Y. Berson (Discussant) "Good Relationships, Positive Outcomes: Attachment Theory, Trust, and Leadership at Work", *Academy of Management meetings in Philadelphia, Pennsylvania.*



79. M.L. Frazier, P. Johnson., M.B. Gavin., & Gooty, J. Fairness Heuristic Theory: The influence of justice on trustworthiness and trust Perceptions. In J. Colquitt and R.J. Lewicki (Chairs) and R.J. Lewicki (Discussant) “Justice and Trust: Disentangling Their Connection”, *Academy of Management meetings in Philadelphia, Pennsylvania*.
80. Janaki Gooty. Authentic leader behaviors: The interactive effects of leader self-transcendent values and positive other-directed emotion. First OU-OSU Management Summit at Norman, Oklahoma.

#### 2006

81. Gooty, J., Michie, S., & Gavin, M.B. Authentic leader behaviors: The interactive effects of leader values and positive emotions. *Academy of Management meetings in Atlanta, Georgia*.
82. Gooty, J., & Nelson, D.L. The Emotional Competence Inventory (ECI): A preliminary psychometric analysis. In J. Gooty (Chair), C. Daus and D. Caruso (Discussants), “Emotional intelligence and emotional competencies: Where are we and what does the future hold?” *Academy of Management meetings in Atlanta, Georgia*.
83. Gooty, J., Simmons, B.L., & Nelson, D.L. The biasing effect of positive and negative affectivity in self-reports: Should we care or is it an urban legend? In “Back to the future: Traditional and contemporary themes in organizational stress research”, *British Academy of Management meetings in Belfast, Ireland*.
84. DeGroot, T., & Gooty, J. Nonverbal cues in employment interviews: Other rated personality as mediators. *Society for Industrial and Organizational Psychology meetings in Dallas, Texas*.

#### 2005

85. Gooty, J., Pappas, J., & Flaherty, K. A multilevel test of managerial trustworthiness: Antecedents and consequences. *Academy of Management meetings in Honolulu, Hawaii*.
86. Gavin, M. B., & Gooty, J. The impact of leader, team and individual mood on helping: Testing a complex, moderated, meso-mediational model. Annual Conference of the *Society for Industrial and Organizational Psychology, Los Angeles, California*.
87. Gooty, J., Nelson, D.L., & Simmons, B. In whom we trust: An attachment theory perspective and empirical evidence from two studies. *Southern Management Association meetings in Charleston, South Carolina*.
88. Gavin, M, B. & Gooty, J. Trustworthiness at work: Unleashing positive psychological capital. In Gooty, J (Chair), C. Coglisier and T.G. DeGroot (Discussants), “Positive psychological capital: Harnessing individual strengths at work to achieve better outcomes”, *Southern Management Association meetings in Charleston, South Carolina*.
89. Little, L.M., Gooty, J., & Nelson, D.L. Construct, discriminant and predictive validity of positive organizational behavior measures. In Gooty, J (Chair) C. Coglisier and T. G. DeGroot (Discussants), “Positive psychological capital: Harnessing individual strengths at work to achieve better outcomes”, *Southern Management Association meetings in Charleston, South Carolina*.

#### 2004

90. Gavin, M, B. & Gooty, J. Trustworthiness at work: Unleashing positive psychological

capital. *British Academy of Management meetings, Belfast, Ireland.*

91. DeGroot, T., Gavin, M.B., & Gooty, J. Examining the validity of emotional intelligence in interview settings. In T.G. DeGroot (Chair), “Emotional intelligence: Behavioral implications at work”, Symposium conducted at the *Southern Management Association meetings in San Antonio, Texas.*
92. Gooty, J., & DeGroot, T. Conceptualizing workspace in a rational emotive cognitive paradigm. In T.G. DeGroot (Chair), “Emotional intelligence: Behavioral implications at work”, Symposium conducted at the *Southern Management Association meetings in San Antonio, Texas.*

## **TEACHING\***

### *Undergraduate:*

- Managerial Leadership, University of North Carolina, Charlotte.
- Organizational Behavior. Oklahoma State University, Binghamton University & University of North Carolina, Charlotte.
- Organizational Communication. Oklahoma State University.
- Management & Performance Development. Oklahoma State University.

### *Graduate:*

- Human Behavior in Organizations. University of North Carolina, Charlotte MBA program (2012-current) EGADÉ (Mexico) MBA class (2013-2016).
- Leadership in a Changing World. (Masters level short course) IAE, Lyon, France. (Dec, 2015)
- Executive Education: Demystifying Charismatic Leadership. (Feb, 2020)
- Macro Organizational Science. University of North Carolina, Charlotte. PhD Seminar.
- Advanced Quantitative Methods. University of North Carolina, Charlotte. PhD Seminar.
- Workshop on Theory, Methods, and Analysis for Research with Dyads. University of Exeter, 2022.
- Summer Short Course on Theory, Methods, and Analysis for Research with Dyads: CARMA(Consortium for the Advancement of Research Methods and Analysis), 2020, 2021, 2022, 2023
- DBA: Multi-level Approach to Management Science (2018, 2019, 2020, 2021)



- DBA: Affect & Emotions in Leadership. (2018, 2019, 2020, 2021)
- DBA seminar on Leadership: University of South Alabama (June, 2020, 2021, 2022)

*\* Student Evaluation of Teaching (SET) scores average 4.5 on a scale of 1-5 across all levels of instruction across various contexts and years.*

*Dissertation committees:*

- Chair, Courtney Williams (2020)
- Chair, LaShana Wiggs (2022)
- Chair, Andrew McBride (2024)
- Denise Wynn, DBA committee (2022-2023)
- Mikayla Raines (2022)
- Emma Best (2021)
- Elizabeth Clayton (2022)
- Brooks Durham (2020)
- Roxanne Ross (2020)
- Barbara Knight (2020)
- Brittany Ernst (2020)
- Jane Thomas (2015)
- Zoa Ordoñez (2016)
- Sabrina Speights (2018)
- Daniel Davis (2018)
- External reader, Ingvild Andersen, Norwegian Business School (2022)
- External reader, Alana Bell, University of South Alabama (2022-)
- External reader, Neil McLaren, Binghamton University (2021).
- External reader, Andra Serban, Binghamton University (2014).
- External reader, Alka Gupta, Binghamton University (2014).

*Other:*

- Mentor: Community of Indian doctoral students away from home/family during Covid-19 (2020-2021).
- Mentor: Dr. Brett Neely, Assistant professor, University of Nebraska, Lincoln
- Mentor: Dr. Karen Landay, Assistant professor, USMC.
- Mentor: Alisha Gupta, VCU, 3<sup>rd</sup> year doctoral student
- Mentor, Ella Ott, Pre-doctoral student.
- Mentor, Herrison Chicas, Doctoral student at UNC, Chapel Hill.
- Chair, Qualifying Exams Committee, Courtney Williams (2018-2019); Andrew McBride (2020)
- Member, Qualifying Exams Committee, Betsy Albritton, Allison Toth, Brittany Erst, Roxanne Ross (2019); Jonathan Flinchum (2020); Haley Woznyj (2015); Mary Hausfield (2021); Jane Thomas (2013); George Stock (2022)
- Chair, Pre-doctoral project, Courtney Williams (2016-2018)

- Chair, Pre-doctoral project & MA thesis, Melissa Medaugh (2015-2016)
- Advisor, Independent study, Sona Spencer (2015-2016)
- Chair, Pre-doctoral project, Jane Thomas (2012-2013)
- Member, Pre-doctoral project committee, Andrew Loignon (2012-2013)
- Supervised three PhD. Students at Binghamton University (2007-2010)
- Independent study advisor for 30 School of Management and I/O Psychology undergraduate students involved in research projects at Binghamton University (2007-2010)

## **SERVICE TO THE PROFESSION**

### *Editorial and Reviewer Activities:*

- Senior Associate Editor, *Leadership Quarterly* (2023-2024)
- Associate editor, *Leadership Quarterly* (2019-2022)
- Guest co-editor, *Leadership Quarterly special issue on Replications and Registered Reports* (2018-2022)
- Associate editor, *Journal of Occupational and Organizational Psychology* (2014-2016)
- Guest co-editor, *Leadership Quarterly special issue on Leadership and Emotions*(2015)
- Editorial board member, *Journal of Management* (2008-current)
- Editorial board member, *Organizational Psychology Review* (2023-current)
- Editorial board member, *Journal of Management Scientific Reports* (2022-current)
- Editorial board member, *Organizational Research Methods* (2018-current)
- Editorial board member, *Journal of Business and Psychology*(2010-current)
- Editorial board member, *Journal of Occupational and Organizational Psychology* (2016-2019)
- Editorial board member, *Journal of Organizational Behavior* (2013-2018)
- Adhoc reviewer, *Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Personnel Psychology*
- Reviewer, *Academy of Management Annual Meetings.*
- Reviewer, *Research Methods (RM), Southern Management Association meetings.*

### *Other:*

- Chair, *Journal of Management* Editor in Chief search committee. (2022).
- Network of Leadership Scholars Rising Star Award Committee (2022)
- Chair, *Journal of Management Scientific Reports Exploratory and Founding committees* (2019-2021)
- Research Methods Division (RMD) Awards committee, *Academy of Management* (2017, 2018, 2019)
- Doctoral student consortium coordinator, *Southern Management Association Meetings*, 2014-2016.
- Paper development workshop mentor. *Southern Management Association Meetings*, 2013-2020
- Track chair, Research Methods division, *Southern Management Association Meetings*, Savannah, Georgia, 2011.

- Track chair (Sponsored by Southern Management Association), Research Methods, *Eastern Academy of Management Meetings*, Bangalore, India, June 26-30, 2011.
- Best overall paper committee, *Southern Management Association meetings*, 2009, 2010.
- Research Methods (RM) Best paper committee, *Southern Management Association meetings*, 2008
- Caucus coordinator. Network of Leadership Scholars, *Academy of Management meetings Chicago, Illinois*, (2009, 2010)

## **SCHOOL LEVEL SERVICE**

- Graduate Student Success Advisory Committee
- Chief Diversity Officer Faculty Gender Equity Working Group. (2023)
- University Search Committee: Associate Vice-Chancellor for HR (2022)
- Chair, MBA Program Committee: 2022
- Organizational Science Director search: 2021
- Chair, OBHR assistant professor search committee: 2021
- BCOB Joint Faculty Staff Diversity Committee (2021-current)
- Leadership During Crisis: Emerging Business Leaders Program, Charlotte, NC.(2021, 2022)
- Professional Image Maintenance (BCOB Professional development series, April 15<sup>th</sup>, 2020)
- Professional Image Maintenance (WIB Lunch & Learn, November, 2020)
- Creation of Assessments and Training for Women in Business Initiative (BCOB) (2019, 2020, 2021, 2022)
- “Leadership Amidst Turbulent times” Podcast – Charlotte Business Buzz.
- Professional Development Session for Community and Alumni via Exec Ed (Dec, 2019)
- BCOB Research Grants Committee (2019)
- BCOB WIB signature event – Speaker & Panel Organizer (2018)
- CARMA Best Reviewing Practices Panel speaker (2018)
- Council on University Community Working Group in Diversity & Inclusion (2018)
- OBHR search committees (2) (2018)
- Department Review Committee for Promotions and Tenure (DRC) – (2016-2018)
- OBHR search committee (BCOB, Management department) (Fall 2014)
- MBA program committee – (Fall 2014)
- Curriculum Committee (Fall 2014)
- Chair, Department of Management research committee (Fall 2014-2018)
- Advisory board, Organizational Science PhD program, 2013, 2014, 2018, 2019
- Organizational Science Summer Institute – Mentor, 2015, 2017
- Admission Committee, Organizational Science PhD program, 2013.
- Faculty Council, (2012-2013)
- Organizational Science Summer Institute: Speaker, 2012.
- Faculty welfare committee. (2010-2012) (University of North Carolina, Charlotte)
- Best paper committee, Department of Marketing, BCOB. (University of North Carolina, Charlotte)
- Binghamton University committee for student leadership (2010)

- Binghamton University Assessment task force (2009-2010)
- Binghamton University Undergraduate committee (2007-2009)
- Equal Opportunity Program – Summer orientation for high school children from inner city New York. (Summer, 2008)

## **SELECT COMMUNITY ENGAGEMENT AND TALKS**

- Research and MBA program featured here on p. 38:  
[https://issuu.com/unc\\_charlotte/docs/clt\\_fall\\_22\\_mag\\_digital/2?ff](https://issuu.com/unc_charlotte/docs/clt_fall_22_mag_digital/2?ff)
- Dyadic Modeling in Leadership: Research presentation at University of Exeter, UK.
- MBA Program overview: <https://qcitymetro.com/2022/06/06/business-matters-a-series-of-discussions-with-experts-and-entrepreneurs/>
- Plenary session. Feb 4<sup>th</sup>, 2022. 9th International HR Conference and Workshop, Mumbai, India.
- CARMA Webcast Lecture: Multilevel and Meta-Analysis: Dec. 3, 2021(<https://carmattu.com/webcast-lectures/>)
- Leadership During Crises: Emerging Business Leaders Program in association with BCOB Exec Education and Charlotte Regional Business Alliance. (Feb 4th, 2022)
- Demystifying Charisma. Society for Neuroscience, August, 2021.
- Leadership During Crises: Emerging Business Leaders Program in association with BCOB Exec Education and Charlotte Regional Business Alliance. (Feb 2<sup>nd</sup>, 2021)
- Leadership in a Post Covid World: Purdue Northwest. (Feb 22<sup>nd</sup>, 2021:  
<https://www.pnw.edu/event/on-the-other-side-leadership/> )
- How Charlotte business leaders can aim for “better” instead of “business as usual” in 2021: <https://charlotte.axios.com/244410/better-instead-of-normal-2021-unc-charlotte/>
- Leadership Reimagined: Relationships, Emotions and Equality (University of Exeter, July, 2020)
- Women in Research Methods (WRM) Launchpad event. Summer, 2020, 2021, 2023, 2024.
- “Leadership Amidst Turbulent times” Podcast – Charlotte Business Buzz.  
<https://charlottebusinessbuzz.buzzsprout.com/1069000/3744419-leadership-amidst-tumultuous-times>
- Charisma in leadership: <https://inside.uncc.edu/news-features/2020-01-29/charisma-you-don%E2%80%99t-have-be-born-it-lead-it>
- Teaching Ethical Behaviors in Leadership : <https://inside.uncc.edu/news-features/2020-10-08/belk-college-faculty-researching-ethical-behaviors-teach-leadership>
- Professional Image Maintenance (BCOB Professional development series, April 15<sup>th</sup>, 2020)
- Professional Image Maintenance (WIB Lunch & Learn, November, 2020)
- Professional Development Session for Community and Alumni via Exec Ed on leadership (Dec, 2019: With G.C Banks)
- Leadership: Relationships and Emotions at Work (University of Zurich, May 2019)

- Leadership: Relationships and Emotions at Work ( Lake Norman Diversity Council Women in Business Signature Event)

## **PROFESSIONAL AFFILIATIONS**

*Academy of Management*

*Southern Management Association*

*Society for Industrial and Organizational Psychology*

*Consortium for the Advancement of Research Methods and Analysis (CARMA)*

*Women in Research Methods (WRM)*