Curriculum Vitae
January 2023
**DAVID V. DAY**

CONTACT INFORMATION

Office:  Claremont McKenna College
Kravis Leadership Institute
850 Columbia Avenue
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Google Scholar:  31,225 citations; *h*-index = 62
Web of Science:   7,215 citations; *h*-index = 35

EDUCATION

Ph.D. (January, 1989)    University of Akron, Industrial-Organizational (IO) Psychology

M.A. (January, 1987)    University of Akron, Industrial-Organizational (IO) Psychology

B.A. (May, 1983)        Baldwin-Wallace College, Psychology

EMPLOYMENT

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|---|---|
| January 2017 to present | Professor of Psychology, Academic Director of the Kravis Leadership Institute, Steven L. Eggert '82 P'15 Professor of Leadership, George R. Roberts Research Fellow, Claremont McKenna College |
| July 2008 to December 2016 | Winthrop Professor and Woodside Chair in Leadership and Management The University of Western Australia Business School |
| July 2006 to July 2008 | Professor of Organisational Behaviour, Lee Kong Chian School of Business, Singapore Management University |
| July 2002 to June 2006 | Professor (IO psychology), Pennsylvania State University |
| August 2001 to June 2006 | Director of Graduate Training, Department of Psychology |
| July 1998 to June 1999 | Visiting Research Scientist (sabbatical), Center for Creative Leadership, Greensboro, NC |
| July 1996 to June 2002 | Associate Professor (IO psychology), Pennsylvania State University |
| August 1991 to June 1996 | Assistant Professor (IO psychology), Pennsylvania State University |
| August 1988 to July 1991 | Assistant Professor (IO psychology), Louisiana State University |

TEACHING EXPERIENCE

Undergraduate
Introduction to Psychology (Akron), Industrial/Organizational Psychology (LSU, PSU), Advanced I/O Psychology (PSU), Personnel Testing & Selection (PSU), Psychological Tests & Measures (PSU), History of Psychology (LSU), Leadership ings (PSU), Advanced Research Methods in I/O Psychology (PSU), Advanced Leadership Seminar (PSU), Leadership and Teambuilding (SMU), Contemporary Theories of Leadership (SMU), Leadership Seminar (CMC), Becoming a Leader: Seminar in Leadership Development (CMC), Organizational Psychology (CMC), Leadership, Race, and Inclusion (CMC)

Graduate
Measurement & Test Theory (LSU), Leadership Theory and Research (LSU), Social Cognition in I/O (LSU), Personnel Testing & Selection (PSU), Performance Appraisal & Evaluation (PSU), Training & Development (PSU), Becoming a Leader: Perspectives on Leadership Development (MBA, UWA), Organizational Behavior (MBA/EMBA, UWA)

AWARDS AND RECOGNITION

Consulting Editor (2021- 2025), *American Psychologist*

"Understanding a Leaders' Journey: The Role of Self in Leader Development," Bass Distinguished Speaker Series, 12th Annual Address (13 September 2019). Bernard M. & Ruth R. Bass Center for Leadership Studies, Binghamton University, Binghamton, NY.

Fellow, Doerr Institute for New Leaders, Rice University (2019-2021; reappointed 2021)

Yearly Review Editor, *The Leadership Quarterly* (2016-2021)

Invited Global Professoriate Member, Australian Institute of Police Management, Manly, NSW (2018- )

Extended Faculty Member, Claremont Graduate University, Division of Behavioral and Organizational Sciences (2017- present)

Emerald Publishing Citation of Excellence 2017, recognizing "Advances in Leader and Leadership Development: A Review of 25 Years of Research and Theory" as one of the most highly cited and highly influential papers in 2014 relating to the areas of Business Management, Finance, Accounting, Economics, and Marketing.

*The Leadership Quarterly* Decennial Influential Article award for "Leadership Development: A Review in Context." The award was presented at The Academy of Management annual conference in August, 2017.

Australian Institute of Police Management (Manley, New South Wales), 2014 Professor in Residence

Member, inaugural Editorial Committee (2011-2019), *Annual Review of Organizational Psychology and Organizational Behavior*

Best paper award (2011), *The Leadership Quarterly*: "Longitudinal Tests of an Integrative Model of Leader Development: Charting and Understanding Developmental Trajectories."

UWA Business School Excellence in Teaching Award Postgraduate Coursework (nominee: 2012, 2014).

Walter F. Ulmer Jr., Applied Research Award, Center for Creative Leadership (2010), for outstanding career contributions and achievements in the field of leadership.
Fellow:

American Psychological Association
Association for Psychological Science
International Association of Applied Psychology
Society for Industrial and Organizational Psychology

Associate Editor, *Journal of Applied Psychology* (2008-2014)
*The Leadership Quarterly* (1998-2010)
*The Leadership Quarterly Yearly Review* (2017-2021)
*Human Resource Management Review* (2007-2011)

Penn State University, Graduate Program Chair Leadership Award (2004)

Society for Industrial and Organizational Psychology, S. Wallace Rains Dissertation Research Award (2004); Awarded to John P. Hausknecht (David V. Day, dissertation adviser)

PUBLICATIONS (refereed)

Oc, B., Chintakananda, K. P., Bashshur, M. R., & Day, D. V. (2023, in press). The study of followers in leadership research: A systematic and critical review. *The Leadership Quarterly*.

Reyes, D. L., Bisbey, T. M., Day, D. V., & Salas, E. (2021). Translating 6 key insights from research on leadership and management in times of crisis. *BMJ Leader*, *5*(4), 291-294.

Day, D. V., Bastardoz, N., Bisbey, T., Reyes, D., & Salas, E. (2021). Unlocking human potential through leadership training and development initiatives. *Behavioral Science and Policy*, *7*(1), 41-54.

Day, D. V., Riggio, R. E., Tan, S. J., & Conger, J. A. (2021). Advancing 21st-century leadership development: Theory, research, and practice. *The Leadership Quarterly*, *32*(5), 101557.

Kragt, D., & Day, D. V. (2020). Predicting leadership competency development and promotion among high-potential executives: The role of leader identity. *Frontiers in Psychology, 11*, Article 1816.

Steele, A. R., & Day, D. V. (2020). Development and preliminary validation of the Interest in Leadership Scale. *SAGE Open*, *Jan-Mar*, 1-12.

Liu, Z., Riggio, R. E., Day, D. V., Zheng, C., Dai, S., & Bian, Y. (2019). Leader development begins at home: Over-parenting harms adolescent leader emergence. *Journal of Applied Psychology*, *104*, 1226-1242.

Steele, A, & Day, D. V. (2018). The role of self-attention in leader development. *Journal of Leadership Studies, 12*(2), 17-32.

Sadler, A. G., Lindsay, D. R., Hunter, S. T., & Day, D. V. (2018). The impact of leadership on sexual harassment and assault in the military. *Military Psychology, 30*(1), 1-12.

Miscenko, D., Guenter, H., & Day, D.V. (2017). Am I a leader? Examining leader identity development over time. *The Leadership Quarterly*, *28*, 605-620.

Lord, R. G., Day, D. V., Zacarro, S. J., Avolio, B. J., & Eagly, A. H. (2017). Leadership in applied psychology: Three waves of theory and research. *Journal of Applied Psychology*, *102*, 434-451.

Miscenko, D., & Day, D. V. (2016). Identity and identification at work. *Organizational Psychology Review, 6*, 215-247.

Day, D. V., & Dragoni, L. (2015). Leadership development: An outcome-oriented review based on time and levels of analyses. *Annual Review of Organizational Psychology and Organizational Behavior, 2*, 133-156.

*Day, D. V., Fleenor, J. W., Atwater, L. E., Sturm, R. E., & McKee, R. A. (2014). Advances in leader and leadership development: A review of 25 years of research and theory. *The Leadership Quarterly, 25*, 63-82.
*Web of Science 'Highly Cited Paper.' Citations to this paper place it in the top 1% of its academic field based on a highly cited threshold for the field and publication year.

Day, D. V., Gordon, S., & Fink, C. (2012). The sporting life: Exploring organizations through the lens of sport. *Academy of Management Annals, 6,* 397-433.

Antonakis, J., Day, D.V., & Schyns, B. (2012). Leadership and individual differences: At the cusp of a renaissance. *The Leadership Quarterly, 23,* 643-650.

Day, D. V. (2011). Integrative perspectives on longitudinal investigations of leader development: From childhood through adulthood. *The Leadership Quarterly*, *22,* 561-571.

*Day, D. V., & Sin, H.-P. (2011). Longitudinal tests of an integrative model of leader development: Charting and understanding developmental trajectories. *The Leadership Quarterly*, *22*, 545-560.
*Best paper award for 2011.

Lindsay, D. R., Day, D. V., & Halpin, S. M. (2011). Shared leadership in the military: Reality, possibility, or pipedream? *Military Psychology, 23,*528-549.

Day, D. V. (2010). The difficulties of learning from experience and the need for deliberate practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3,* 41-44.

Schyns, B., & Day, D. V. (2010). Critique and review of leader-member exchange theory: Issues of agreement, consensus, and excellence. *European Journal of Work and Organizational Psychology, 19,* 1-29.

Day, D. V. (2009). Executive selection is a process not a decision. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2,* 159-162.

Day, D. V., & Harrison, M. M. (2007). A multilevel, identity-based approach to leadership development. *Human Resource Management Review, 17*, 360-373.

Day, D. V. (2007). Structuring the organization for leadership development. *Monographs in Leadership and Management, 4,* 13-31.

Souba, W. W., Mauger, D., & Day, D. V. (2007). Does agreement on institutional values and leadership issues between deans and surgical chairs predict their institutions' performance? *Academic Medicine, 82,* 272-280.

Day, D. V., Gronn, P., & Salas, E. (2006). Leadership in team-based organizations: On the threshold of a new era. *The Leadership Quarterly*. *17,* 211-216.

Day, D. V., & Schleicher, D. J. (2006). Self-monitoring in the workplace: A motive-based perspective. *Journal of Personality, 74*, 685-714.

Day, D. V., & Tate, B. W. (2006). Continuous learning: Why is it still an issue? *Research in Multi-level Issues, 5,* 173-188.

Hiller, N. J., Day, D. V., & Vance, R. J. (2006). Collective enactment of leadership roles and team effectiveness: A field study. *The Leadership Quarterly, 17,* 387-397.

Souba, W. W., & Day, D. V (2006). Leadership in academic medicine: A study of values, perceptions, and implicit theories of leadership. *Academic Medicine*, *81*, 20-26.

Vancouver, J. B., & Day, D. V. (2005). Industrial and organisation research on self-regulation: From constructs to application. *Applied Psychology: An International Review, 54,* 155-185.

Heck, A. K., Bedeian, A. G., & Day, D. V. (2005). Mountains out of molehills? Tests of the mediating effects of self-esteem on workplace complaining. *Journal of Applied Social Psychology, 35,* 2262-2289.

Bedeian, A. G., & Day, D. V. (2004). Can chameleons lead? *The Leadership Quarterly, 15,* 687-718.

Day, D. V., Gronn, P., & Salas, E. (2004). Leadership capacity in teams. *The Leadership Quarterly*, *15*, 857-880.

Day, D. V., Sin, H-P., & Chen, T. T. (2004). Assessing the burdens of leadership: Effects of formal leadership roles on individual performance over time. *Personnel Psychology, 57,* 573-605.

Hausknecht, J. P., Day, D. V., & Thomas, S. C. (2004). An updated model and meta-analysis of applicant reactions to selection procedures. *Personnel Psychology, 57,* 639-683.

Day, D. V., & Sessa, V. I. (2003). Accounting for choice: How committees justify executive selection decisions. *The Psychologist-Manager Journal, 6,* 79-96.

Day, D. V., Schleicher, D. J., Unckless, A. L., & Hiller, N. J. (2002). Self-monitoring personality at work: A meta-analytic investigation of construct validity. *Journal of Applied Psychology, 87,* 390-401.

Schleicher, D. J., Day, D. V., Mayes, B. T., & Riggio, R. E. (2002). A new frame for frame-of-reference training: Enhancing the construct validity of assessment centers. *Journal of Applied Psychology, 87,* 735-746.

Clark, P. F., Clark, D. A., Day, D. V., & Shea, D. (2001). Healthcare reform and the workplace experience of nurses: Implications for patient care and union organizing. *Industrial & Labor Relations Review, 55,* 133-148.

Offermann, L. R., Hanges, P. J., & Day, D. V. (2001). Leaders, followers, and values: Progress and prospects for theory and research. *The Leadership Quarterly, 12,* 129-131.

Caligiuri, P. M., & Day, D. V. (2000). Effects of self-monitoring on technical, contextual, and assignment-specific performance: A study of cross-national work performance ratings. *Group & Organization Management, 25,* 154-175.

Clark, D. A., Clark, P. F., Day, D., & Shea, D. (2000). The relationship between health care reform and nurses' interest in union representation: The role of workplace climate. *Journal of Professional Nursing, 16,* 92-96.

*Day, D. V. (2000). Leadership development: A review in context. *The Leadership Quarterly, 11*, 581-613.
*Decennial Influential Article Award 2010

Day, D. V., Cross, W. E., Jr., Ringseis, E. L., & Williams, T. L. (1999). Self-categorization and identity construction associated with diversity management. *Journal of Vocational Behavior, 54,* 188-195.

Day, D. V., Bedeian, A. G., & Conte, J. M. (1998). Personality as predictor of work-related attitudes and propensity to quit: Test of a latent structural model. *Journal of Applied Social Psychology, 28,* 2068-2088.

Schleicher, D. J., & Day, D. V. (1998). A cognitive evaluation of frame-of-reference rater training: Content and process issues. *Organizational Behavior and Human Decision Processes, 73,* 76-101.

Bedeian, A. G., Day, D. V., & Kelloway, E. K. (1997). Correcting for measurement error attenuation in structural equation models: Some important reminders. *Educational and Psychological Measurement, 57,* 793-807.

Gerstner, C. R., & Day, D. V. (1997). A meta-analytic review of leader-member exchange theory: Correlates and construct issues. *Journal of Applied Psychology, 82,* 827-844.

Jacobs, R. R., Conte, J. M., Day, D. V., Silva, J. M., & Harris, R. (1996). Selecting bus drivers: Multiple predictors, multiple indicators of validity, and multiple measures of utility. *Human Performance, 9,* 199-217.

Day, D. V., & Bedeian, A. G. (1995). Personality similarity and work-related outcomes among African-American nursing personnel: A test of the supplementary model of person-environment congruence. *Journal of Vocational Behavior, 46,* 55-70.

Day, D. V., & Sulsky, L. M. (1995). Effects of frame-of-reference training and ratee information configuration on memory organization and rating accuracy. *Journal of Applied Psychology, 80,* 158-167.

Woehr, D. J., Day, D. V., Arthur, W., Jr., & Bedeian, A. G. (1995). The systematic distortion hypothesis: A confirmatory test of the implicit covariance and general impression models. *Basic and Applied Social Psychology, 16,* 417-434.

Arthur, W., Jr., & Day, D. V. (1994). Development and validation of a short form of Raven's Advanced Progressive Matrices. *Educational and Psychological Measurement*, *54*, 394-403.

Bedeian, A. G., Day, D. V., Edwards, J. R., Smith, C. S., & Tisak, J. (1994). Difference scores: Rationale, formulation, and interpretation. *Journal of Management*, *20*, 673-698.

Gerstner, C. R., & Day, D. V. (1994). Cross-cultural comparison of leadership prototypes. *The Leadership Quarterly*, *5*, 121-134.

Kilduff, M., & Day, D. V. (1994). Do chameleons get ahead? The effects of self-monitoring on managerial careers. *Academy of Management Journal*, *37*, 1047-1060.

Sulsky, L. M., & Day, D. V. (1994). The effects of frame-of-reference training on rating accuracy under alternative time delays. *Journal of Applied Psychology*, *79*, 535-543.

Day, D. V., & Crain, E. C. (1992). The role of affect and ability in initial exchange quality perceptions. *Group & Organization Management*, *17*, 380-397.

Day, D. V., & Lord, R. G. (1992). Expertise and problem categorization: The role of expert processing in organizational sense-making. *Journal of Management Studies*, *29*, 35-47.

Sulsky, L. M., & Day, D. V. (1992). Frame-of-reference training and cognitive categorization: An empirical investigation of rater memory issues. *Journal of Applied Psychology*, *77*, 501-510.

Arthur, W., Jr., & Day, D. V. (1991). Examination of the construct validity of alternative measures of field dependence/independence. *Perceptual and Motor Skills*, *72*, 851-859.

Barrick, M. R., Day, D. V., Lord, R. G., & Alexander, R. A. (1991). Assessing the utility of executive leadership. *The Leadership Quarterly*, *2*, 9-22.

Day, D. V., & Bedeian, A. G. (1991). Work climate and Type A status as predictors of job satisfaction: A test of the interactionist perspective. *Journal of Vocational Behavior*, *38*, 39-52.

Day, D. V., & Bedeian, A. G. (1991). Predicting job performance across organizations: The interaction of work orientation and psychological climate. *Journal of Management*, *17*, 589-600.

Racicot, B. M., Day, D. V., & Lord, R. G. (1991). Type A behavior pattern and goal setting under different conditions of choice. *Motivation and Emotion, 15*, 67-79.

Day, D. V. (1990). Expertise and action orientation in organizational decision making: An empirical investigation. *International Journal of Management*, *7*, 223-230.

Day, D. V. & Silverman, S. B. (1989). Personality and job performance: Evidence of incremental validity. *Personnel Psychology*, *42*, 25-36.

Day, D. V., & Lord, R. G. (1988). Executive leadership and organizational performance: Suggestions for a new theory and methodology. *Journal of Management*, *14*, 453-464.

PUBLICATIONS (working papers)

Adriosola, E., Unsworth, K., Day, D.V., & Ballard, T. (2019). *Motivation across multiple tasks at work: The role of self-concordance and task prototypicality*. In preparation.

Day, D. V., Antonakis, J., & Rönkkö, M. (2021). *Do journal editors matter? A succession study of executive leadership in science*. In preparation.

Yeo, G., Griffin, M., Andrei, D., & Day, D. V. (2022). *Leader behavior trajectories in extreme action teams: Implications for team goal clarity and leader effectiveness.* Under revision.

BOOKS, BOOK CHAPTERS, EDITED VOLUMES, AND ENCYCLOPEDIA ENTRIES

Day, D. V. (2023, in press). Leadership development. In G. R. Goethals, S. T. Allison, & G. J. Sorenson (Eds.), *The SAGE encyclopedia of leadership studies*. SAGE.

Day, D. V., Conger, J. A., & Dannhäuser, L. (2023, in press). Developing the senior leadership team for dynamic capabilities. In S. J. Zaccaro, N. J. Hiller, & R. Klimoski (Eds.), *Senior leadership teams and the agile organization* (SIOP Frontiers Series). Jossey Bass.

Day, D. V., & Kragt, D. (2023). Leadership development: Past, present, and future. In D. Schedlitzki, M. Larsson, B. Carroll, K. Lowe & M. Bligh (Eds.), *The SAGE handbook of leadership* (2nd ed., pp. 164-177). SAGE.

Bastardoz, N., & Day, D. V. (2022). Integrating leadership and power: A micro process model. In J.H. Dulebohn, B. Murray, & D. L. Stone (Eds.), *Leadership: Leaders, followers, and context* (pp. 289-330). Information Age Publishing.

Day, D. V., Riggio, R. E., Tan, S. J., & Conger, J. A. (Eds.) (2021). 21st-century leadership development: Bridging science and practice. *The Leadership Quarterly, 32*(5). [Special Issue].

Zaccaro, S. J., Day, D. V., & Hedrick, K. (2021). Leadership: A critical historical analysis of the influence of leader traits. In L. K. Bryan (Ed.), *Historical perspectives in industrial and organizational psychology* (2nd ed., pp. 227-248). Routledge.

Day, D. V., Riggio, R. E., & Mulligan, R. Y. (2020). Leadership and monitoring skills. In. M. D. Mumford & C. A. Higgs (Eds.), *Leader thinking skills: Capacities for contemporary leadership* (pp. 340-361) Routledge.

Day, D. V., & Liu, Z. (2019). What is wrong with leadership development and what might be done about it? In R. E. Riggio (Ed.), *What's wrong with leadership? Improving leadership research and practice* (pp. 226-240). Routledge.

Schleicher, D. J., & Day, D. V. (2019). Work and organizations: Contextualizing personality and social psychology. In K. Deaux & M. Snyder (Eds.), *The Oxford handbook of personality and social psychology* (2nd ed., pp. 803-830). Oxford University Press.

Antonakis, J., & Day, D.V. (Eds.) (2018). *The nature of leadership* (3rd ed.). SAGE.

Co-authored chapters in this edited volume:
    Antonakis, J., & Day, D. V. (2018). Leadership: Past, present, and future. In J. Antonakis & D.V. Day (Eds)., *The nature of leadership* (3rd ed., pp. 354-380). SAGE.

    Day, D. V., & Thornton, A. M. A. (2018). Leadership development. In J. Antonakis & D.V. Day (Eds)., *The nature of leadership* (3rd ed., pp. 3-26). SAGE.

Day, D.V., & O'Connor, P.M.G. (2017). Talent development: Building organizational capability. In D.G. Collings, K. Mellahi, & W.F. Cascio (Eds.), *The Oxford handbook of talent management* (pp. 343-360). Oxford University Press.

Day, D.V., & Miscenko, D. (2016). Leadership development. In R. Griffin (Ed.), *Oxford bibliographies in management*. Oxford University Press.

Day, D.V., & Miscenko, D. (2016). Leader-Member Exchange (LMX): Construct evolution, contributions, and future prospects for advancing leadership theory. In T.N. Bauer & B. Erdogan (Eds.), *The Oxford handbook of leader member exchange* (pp. 9-28). Oxford University Press.

Day, D.V. (Ed.). (2014). *The Oxford handbook of leadership and organizations*. Oxford University Press.

Authored or co-authored chapters in this edited volume:
   Day, D.V. (2014). Introduction: Leadership and organizations. In D.V. Day (Ed.), *The Oxford handbook of leadership and organizations* (pp. 3-12). Oxford University Press.

   Day, D.V. (2014). The future of leadership: Challenges and prospects. In D.V. Day (Ed.), *The Oxford handbook of leadership and organizations* (pp. 859-867). Oxford University Press.

   Ibarra, H., Wittman, S., Petriglieri, G., & Day D.V. (2014). Leadership and identity: An examination of three theories and new research directions. In D.V. Day (Ed.), *The Oxford handbook of leadership and organizations* (pp. 285-301). Oxford University Press.

Day, D.V (2014). Time and leadership. In A. J. Shipp & Y. Fried (Eds.), *Time and work (*Vol. 2, pp. 30-52). Psychology Press.

Day, D.V., Griffin, M.A., & Louw, K.R. (2014). The climate and culture of leadership in organizations. In B. Schneider & K. Barbera (Eds.), *The Oxford handbook of organizational climate and culture: Antecedents, consequences, and practice* (pp. 101-117). Oxford University Press.

Eyring, A.R., & Day, D.V. (Eds.) (2014, Fall). Global talent management. *People & Strategy* [Special Issue]. *37*(3), 1-56.

Day, D.V. (2013). Training and developing leaders: Theory and research. In M. Rumsey (Ed.), *The Oxford handbook of leadership* (pp. 187-235). Oxford University Press.

Day, D.V., & Antonakis, J. (2013). The future of leadership. In R. Lewis (Ed.), *Wiley Blackwell handbook of the psychology of leadership, change, and organizational development* (pp. 221-235). Wiley Blackwell.

Day, D.V., & Unsworth, K.L. (2013). Goals and self-regulation: Emerging perspectives across levels and time. In E. Locke & G. Latham (Eds.), *New developments in goal setting and task performance* (pp. 158-176). Routledge.

Antonakis, J., Day, D.V., & Schyns, B. (Eds.) (2012). Leadership and individual differences. *The Leadership Quarterly* (Special Issue), *23*(4), 643-728.

Day. D.V. (2012). Leadership. In S. W. J. Kozlowski (Ed.), *The Oxford handbook of organizational psychology* (Vol. 1, pp. 696-729)*. Oxford University.

Day, D.V., & Antonakis, J. (Eds.). (2012). *The nature of leadership* (2nd ed.). SAGE

Authored or co-authored chapters in this edited volume:
   Day, D.V. (2012). The nature of leadership development. In D. V. Day & J. Antonakis (Eds.), *The nature of leadership* (2nd ed., pp. 108-140). SAGE.

   Day, D. V., & Antonakis, J. (2012). Leadership: Past, present, and future. In D. V. Day & J. Antonakis (Eds.), *The nature of leadership* (2nd ed., pp. 3-25). SAGE.

Day, D.V., & Barney, M.F. (2012). Personalizing global leader development @ Infosys. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership* (Vol. 7, pp. 173-195). Emerald.

Day, D.V., & Drath, W. (2012). A dialogue on theorizing relational leadership. In. M. Uhl-Bien & S. Ospina (Eds.), *Advancing relational leadership research* (pp. 227-251). Information Age Publishing.

Day, D.V., & Schleicher, D.J. (2012). Work and organizations: Contextualizing personality and social psychology. In K. Deaux & M. Snyder (Eds.), *The Oxford handbook of personality and social psychology* (pp. 701-728). Oxford University Press.

Day, D.V. (2011). Leadership development. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds), *The SAGE handbook of leadership* (pp. 37-50). SAGE.

Schyns, B., & Day, D.V. (Eds.) (2010). Do I see us like you see us? Consensus, agreement, and the context of leadership relationships. *European Journal of Work and Organizational Psychology* (Special Issue), 19(3), 253-406.

Day, D.V., & Greguras, G.J. (2009). Performance management in multi-national companies. In J. W. Smither and M. London (Eds.), *Performance management: Putting research into practice* (pp. 271-296). Jossey-Bass.

*Day, D.V., Harrison, M.M., & Halpin, S.M. (2009). *An integrative approach to leader development: Connecting adult development, identity, and expertise*. Routledge.
*Selected as best leadership book publication in 2010 by Integral Leadership Review.

Day, D.V., & Schleicher, D.J. (2009). Self-monitoring. In S. L. Lopez (Ed.), *The encyclopedia of positive psychology* (Vol. 2, pp. 886-888). Wiley-Blackwell.

Day, D.V. (2008). Industrial and organisational psychology. In A. Kuper & J. Kuper (Eds.), *The social science encyclopedia* (3rd ed.). Routledge.

Stagl, K.C., Salas, E., & Day, D.V. (2008). Assessing team learning outcomes: Improving team learning and performance. In V. Sessa & M. London (Eds.), *Work group learning: Understanding, improving, and assessing how groups learn in organizations* (pp. 367-390). Erlbaum.

Day, D.V. (2007). *Developing leadership talent: A guide to succession planning and leadership development*. Society for Human Resource Management Foundation.

O'Connor, P.M.G, & Day, D.V. (2007). A case for shifting the emphasis of leadership development: From "me" to "all of us." In J. A. Conger & R. E. Riggio (Eds.), *The practice of leadership: Developing the next generation of leaders* (pp. 64-86). Jossey-Bass.

Day, D.V., & Harrison, M.M. (2006). Leadership development. In J. H. Greenhaus & G. A. Callanan (Eds.), *Encyclopedia of career development* (Vol. 1, pp. 457-461). SAGE.

Day, D.V., & Zaccaro, S.J. (2006). Leadership: A critical historical analysis of the influence of leader traits. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology* (pp. 383-405). Lawrence Erlbaum Publishers.

Day, D.V., Gronn, P., & Salas, E. (Eds.). (2006). Leadership in team-based organizations. *Leadership Quarterly* (special issue), *17*(3).

Day, D.V. (2004). Leadership development. In G. R. Goethals, G. J. Sorenson, & J. M. Burns (Eds.), *Encyclopedia of leadership* (Vol. 2, pp. 840-844). SAGE.

Day, D.V., Zacarro, S.J., & Halpin, S.M. (Eds.). (2004). *Leader development for transforming organizations: Growing leaders for tomorrow*. Lawrence Erlbaum Publishers.
(Reviewed by Neal M. Ashkanasy, 2004, *Academy of Management Executive, 18,* 165-166.)
(Reviewed by Cynthia D. McCauley, 2005, *Personnel Psychology, 58*, 540-543).

Authored or co-authored chapters in this edited volume:
    Day, D.V., & Halpin, S.M. (2004). Growing leaders for tomorrow: An introduction (pp. 3-22).

    Day, D.V., & Lance, C.E. (2004). Understanding the development of leadership complexity through latent growth modeling (pp. 41-69).

    Day, D.V., & Zaccaro, S.J. (2004). Towards a science of leader development (pp. 383-399).

Day, D.V., & Kilduff, M. (2003). Self-monitoring personality and work relationships: Individual differences in social networks. In M. R. Barrick & A. M. Ryan (Eds.), *Personality and work: Reconsidering the role of personality in organizations* (pp. 205-228). Jossey-Bass.

Day, D.V., & O'Connor, P.M.G. (2003). Leadership development: Understanding the process. In S. E. Murphy & R. E. Riggio (Eds.), *The future of leadership development* (pp. 11-28). Lawrence Erlbaum Publishers.

Hiller, N. J., & Day, D. V. (2003). LMX and teamwork: The challenges and opportunities of diversity. In G. B. Graen (Ed.), *Dealing with diversity (LMX: The series*, pp. 29-57). Information Age Publications.

Day, D. V. (2001). Assessment of leadership outcomes: The interrelated concerns of organization identity, image, and reputation. In S. J. Zaccaro & R. Klimoski (Eds.), *The nature of organizational leadership* (pp. 384-410). Jossey-Bass.

Hanges, P. J., Offermann, L. R., & Day, D. V. (Eds.). (2001). Leaders, followers, and values. *Leadership Quarterly* (special issue), *12*(2).

Gilliland, S. W., & Day, D. V. (1999). Business management. In F. Durso (Ed.), *Handbook of applied cognition* (pp. 315-342). John Wiley & Sons.

Day, D. V. (1998). Leadership sensemaking: Parts, wholes, and beyond. In F. Dansereau & F.Yammarino (Eds.), *Leadership: The multiple level approaches: Contemporary and alternative* (Vol. 24, Part B, pp. 191-198). JAI Press.

Mathieu, J. E., & Day, D. V. (1997). Assessing team processes within and between organizational teams: A nuclear power plant example. In M. T. Brannick and E. Salas (Eds.), *Team performance assessment and measurement: Theory methods and applications* (pp. 173-195). Lawrence Erlbaum Publishers.

Jacobs, R. R., & Day, D. V. (Eds.). (1996). Public sector assessment. *Human Performance* (special issue), *9*(3).

Vance, R.J., & Day, D.V. (1995). Developing computerized outplacement counseling programs: The Philadelphia Naval Shipyard and Base. In M. London (Ed.), *Employees, careers, and job creation: Developing growth-oriented human resource strategies and programs* (pp. 258-286). Jossey-Bass.

PAPER PRESENTATIONS (refereed)

Miscenko, D., Guenter, H., & Day, D. V. (2014, November). *The development of leader identity: Leadership skills, training, and goal orientation*. Paper presented at the 2014 Southern Management Association Meeting, Savannah, GA.

Steele, A. R., & Day, D. V. (2014, July). *Examining the role of leader developmental readiness in shaping the cognitive and behavioural outcomes of leader development*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.

Steele, A. R., & Day, D. V. (2013, July). *Self-regulation and the leader development process: The role of self-attention processes in promoting leadership outcomes*. Paper presented at the 10th Biannual Industrial Organisational Psychology Conference, Perth, Western Australia.

Day, D. V. (2013, April). *Network churn and leadership development*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Day, D. V. (2013, April). *Time and leadership: Conceptualizations and considerations.* Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Day, D. V., & Barney, M. F. (2012, April). *Global leadership development @ Infosys*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Steele, A. R., & Day, D. V. (2012, April). *Developmental readiness: Construct definition and development*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., & Schyns, B. (2010, July). *LMX theory: Issues of agreement, consensus, and excellence*. Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Victoria, Australia.

Day, D. V., & Sin, H. P. (2009, August). *Leader development, identity, and goal orientation: A study of personal change trajectories*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL. (Selected for 2009 Best Paper Proceedings)

Day, D. V. (2008, August). *The role of implicit leadership theories in enhancing leadership participation in "leading up."* Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Day, D. V. (2008, April). *Future directions for research on leadership and teams.* Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Day, D. V. (2007, June). *Directions for advancing leadership development research*. Paper presented at the 7th Industrial and Organisational Psychology Conference, Adelaide, South Australia.

Day, D. V. (2005, April). *Identifying, evaluating, and using "indigenous" leadership theories in organizations.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Day, D. V., & Harrison, M. M. (2005, April). *An integrative theory of Army leader development.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Heck, A. K., Bedeian, A. G., & Day, D. V. (2004, August). *Mountains out of molehills? Mediating effects of self-esteem in predicting workplace complaining.* Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

Day, D. V., & Souba, W. W. (2004, June). *Leadership and values in academic medicine.* Featured paper presentation presented at the 2004 inaugural Gallup Leadership Institute Summit, Omaha, NE.

O'Connor, P. M. G., & Day, D. V. (2003, November). *Action learning as a tool for practicing more complex forms of leadership: Lessons from two contexts.* Presentation to the International Leadership Association 5th Annual Conference, Guadalajara, Jalisco, Mexico.

Day, D. V. (2003, April). *Towards a science of leader development: Conceptualizing and measuring complexity.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V., Chen, T. T., & Sin, H-P. (2003, April). *Assessing the burdens of leadership: An application of multilevel growth modeling.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V., & Kilduff, M. (2003, April). *Self-monitoring personality and work relationships: Individual differences in social networks.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Hiller, N. J., & Day, D. V. (2003, April). *Understanding and measuring shared leadership in work teams.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Schleicher, D. J., Agovino, D., and Day, D.V. (2003, April). *Variability as a criterion in training evaluation: The example of frame-of-reference training.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Schleicher, D. J., Day, D. V., & Strupeck, S. A. (2003, April). *Frame-of-reference training and trait-based impressions: The contributions of Associated Systems Theory.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V. (2002, April). *Social constructivist perspectives on leadership development.* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.

Day, D. V., & Hausknecht, J. (2002, April). *Non-linearity in personality-performance relationships: An examination of source effects.* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.

Sulsky, L. M., Uggerslev, K. L., Day, D. V., & Keown, J. (2002, April). *The frame-of-reference training protocol: All feedback is not created equal.* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.

Day, D. V. (2001, April). *Understanding systems forces for sustainable leadership.* Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., & Sessa, V. I. (2001, April). *Group social accounts in executive selection.* Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., & Sulsky, L. M. (2000, April). *Social cognition in the wild: Learning from trait-based appraisals.* Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Clark, P. F., Clark, D., Day, D., & Shea, D. (1999). Health care reform's impact on hospitals: Implications for union organizing. In P. B. Voos (Ed.), *Proceedings of the 51st Annual Meeting of the Industrial Relations Research Association* (pp. 61-67). New York, NY.

Day, D. V., & Douglas, C. D. (1999, May). *De-centering whiteness: Toward an inclusive model of race in organizations.* Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Schleicher, D. J., & Day, D. V. (1999, May). *Improving the construct validity of assessment centers through frame-of-reference rater training.* Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Day, D. V., & Schleicher, D. J. (1998, April). *Tests of the aptitude-treatment-interaction assumption in frame-of-reference training.* Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Day, D. V., & Sulsky, L. M. (1998). Traits redux: A parsimonious cognitive view of the performance appraisal process. In S. H. Barr (Ed.), *Proceedings of the Southern Management Association Conference* (pp. 106-108). New Orleans, LA.

Day, D. V., & Tesluk, P. E. (1998, April). *The interpersonal circumplex and person-organization fit.* Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Ringseis, E. L., & Day, D. V. (1998, April). *American and Canadian endorsement of special considerations in hiring: A policy-capturing study.* Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Day, D. V., Cross, W. E., Jr., Ringseis, E. L., & Williams, T. L. (1997, April). *Beyond traditional definitions: Diversity and work experiences of underrepresented group members.* Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Day, D. V., & Schleicher, D. J. (1997, April). *Frame-of-reference training and associated systems theory: Test of a mediational model.* Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Hanges, P. J., Lord, R. G., Day, D. V., Sipe, W. P., Gradwohl, W. C., & Brown, D. J. (1997, April). *Leadership and gender bias: Dynamic measures and nonlinear modeling.* Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Scheicher, D. J., & Day, D.V. (1997, April). *Mediating effects of cognitive reactions and learning in frame-of-reference training*. Poster presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Caligiuri, P. M., & Day, D. V. (1996, April). *Self-monitoring and performance evaluation in cross-national work settings.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., Schleicher, D. J., & Unckless, A. L. (1996, April). Self-monitoring and work-related outcomes: A meta-analysis. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., & Vance, R. J. (1996, April). *Challenges in defense conversion and downsizing: Understanding the role of I/O psychologists.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Gerstner, C. R., Brass, D. J., & Day, D. V. (1995, August). *Leader-member exchange: A social networks perspective*. Paper presented at the Academy of Management 55th Annual Meeting, Vancouver, British Columbia.

Gerstner, C. R., & Day, D. V. (1995, May). *Putting leadership back into leader-member exchange: A meta-analytic review and extension.* Paper presented at the Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Vance, R. J., Landy, F. J., Day, D. V., et al. (1994, August). *Workforce transition at the Philadelphia Naval Shipyard.* Paper presented at the Academy of Management 54th Annual Meeting, Dallas, TX.

Day, D. V., & Sulsky, L. M. (1994, April). *Frame-of-reference training and memory organization: Implications for rating accuracy*. Poster presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Lindsley, D. H., & Day, D. V. (1994). Leader-member MBTI type similarity and perceived leader effectiveness. *Proceedings of the Myers-Briggs Type Indicator and leadership: An international research conference* (pp. 73-79). College Park, MD: University of Maryland.

Sulsky, L. M., Day, D. V., & Lawrence, D. (1994, April). *Schema change and negative transfer: A potential boundary condition for the effectiveness of frame-of-reference training.* Paper presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Day, D. V., & Bedeian, A. G. (1993, May). *Personality dissimilarity and organizational behavior: An interactionist perspective*. Poster presented at the Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Day, D. V., & Silverman, S. B. (1993, May). *Identifying rater training needs using generalizability analyses: A field examination.* Paper presented at the Eight Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Sulsky, L. M., & Day, D. V. (1993, May). *Effects of frame-of-reference training and alternative time delays on rater accuracy, learning and recall memory.* Paper presented at the Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Day, D. V., & Crain, E. C. (1992, August). *Affect and ability in initial exchange quality perceptions.* Poster presented at the American Psychological Association 100th Annual Conference, Washington, D.C.

Day, D. V., & Silverman, S. B. (1992, August). *Examining the generalizability of field performance ratings.* Poster presented at the American Psychological Association 100th Annual Conference, Washington, D.C.

Sulsky, L. M., & Day, D. V. (1992, May). *The effects of frame-of-reference training and alternative time delays on rating accuracy.* Poster presented at the Seventh Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Woehr, D. J., Day, D. V., Arthur, W., Jr., & Bedeian, A. G. (1992, May). *The systematic distortion hypothesis: A confirmatory test of the implicit covariance and general impression models.* Poster presented at the Seventh Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Day, D. V., & Bedeian, A. G. (1991, April). *Work orientation-climate interaction in predicting job performance across organizations.* Poster presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Schrader, B. W., & Day, D. V. (1991, April). *Individual differences in goal-setting: A multi-goal, longitudinal field study.* Poster presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Racicot, B. M., Day, D. V., & Lord, R. G. (1989, June). *Type A behavior pattern and goal setting under different conditions of choice.* Paper presented at the American Psychological Society 1st National Conference, Arlington, VA.

Day, D. V., & Lord, R. G. (1986, August). *Executive leadership and organizational performance: A critical review of current data and theory.* Paper presented at the Academy of Management 46th Annual Meeting, Chicago.


OTHER PRESENTATIONS (International Conferences)

Bastardoz, N., & Day, D. V. (2022, May). *Revisiting the relationships between power and leadership.* Paper presented at the 5th Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.

Zakzewski, J. E. (Co-Chair), Wallace, D. M. (Co-Chair), Day, D. V. (Panelist), Murphy, S.E. (Panelist), Ruark, G. A. (Panelist), Weis, E. J. (Panelist), & Zaccaro, S. J. (Panelist). (2022, April). *Preparing leaders for tomorrow: Future directions of leadership development research* [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Zhou, Z. E. (Co-Chair), Busse, K. A. (Co-Chair), & Day, D. V. (Discussant) (2022, April). *Leadership across domains: Nonwork predictors and outcomes of leader role occupancy* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Day, D. V. (2019, May). *Charting and understanding personal trajectories of leader identity development*. Invited symposium presentation, European Association of Work and Organizational Psychology conference, Turin, Italy.

Day, D. V., & Kragt, D. (2018, June). *Leadership competency development, leader identity, and career advancement among high-potential executives*. Invited presentation, New Directions in Leadership Research conference, Erasmus University, Rotterdam, The Netherlands.

Day, D. V. (2018, March). *Developing the language of leadership*. Invited presentation, Global Education Leadership Conference, Academy of Principals, Singapore.

Day, D. V. (2015, May). *Developing leadership talent in turbulent times*. Invited state of the art lecture, European Association of Work and Organizational Psychology (EAWOP) biannual conference, Oslo, Norway.

Day, D.V. (2013, May). *Developing leaders who are not self-serving*. Presented at Understanding Leadership: A Multidisciplinary Workshop. Cass Business School, City University of London, England.

Day, D.V. (2012, December). *Building collective leadership capacity: Cultural opportunities and challenges*. Presented at the Asian Ways of Leadership: Pressing Challenges and Cutting-Edge Research, Human Capital Leadership Institute, Singapore Management University, Singapore.

Day, D. V., & Steele, A.R. (Co-chairs) (2012, April). *Leader developmental readiness: Toward evidence-based practice*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V. (2009, April). *Transforming organizations to green sustainability: What can psychology contribute?* Forum/panel discussion presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Day, D. V. (Chair). (2005, April). *Leader development: Integrating individual and organizational development*. Practitioner forum presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Day, D. V., & Halpin, S. M. (Co-Chairs). (2005, April). *Leader development theory and research in the United States Army*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Day, D. V. (Chair). (2003, April). *Applications and advances in multilevel growth modeling.* Symposium presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V. (Chair). (2003, April). *Understanding leader development: Building individual leaders and team leadership.* Symposium presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V., & Liu, K. R. (2001, April). *Creating sustainable leadership capacity in organizations*. Roundtable discussion presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V. (Chair). (2000, April). *Systemic leadership development: Conceptual models and best practices.* Invited symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Day, D. V., & Gerstner, C. R. (Co-Chairs). (1996, April). *The relevance of social networks for I-O psychologists.* Symposium presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., & Landy, F. J. (1996, April). *Downsizing and age discrimination.* Roundtable discussion conducted at the 11th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, D. V., Hanges, P. J., & Lord, R. G. (1995, May). *Contemporary thinking on change*. Roundtable discussion conducted at the Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Day, D. V. (Chairperson). (1994, April). *Quality from an I-O perspective*. Panel discussion conducted at the Ninth Annual Meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Day, D. V., Bedeian, A. G., & Conte, J. M. (1994, March). *Personality effects on work attitudes: Test of a latent causal model.* Paper presented at the RMD Conference on Causal Modeling, Purdue University, West Lafayette, IN.

PRESENTATIONS (Invited)

Day, D. V. (2022, July). *The role of self in leader development: Research, theory, and practice*. Invited closing keynote address at the Australian Psychological Society IOP Conference, Gold Coast, Queensland, Australia.

Day, D. V. (2021, October). *Identity-based leader development: The role of self in leadership development*. Invited virtual workshop presented at the Society for Industrial and Organizational Psychology Leading Edge Consortium. Minneapolis, MN.

Day, D. V. (2021, February). *Leading through crisis: Insights from leadership science*. Invited virtual presentation to the Chairs of Graduate Departmental of Psychology (COGDOP).

Day, D. V. (2019, September). *Understanding a leader's journey: The role of self in leader development*. Bass Distinguished Speaker Series, 12th Annual Address. Bernard M. & Ruth R. Bass Center for Leadership Studies, Binghamton University, Binghamton, NY.

Day, D. V. (2019, September). *Identity and leader development*. Invited research presentation, Center for Leadership, Florida International University, Miami, FL.

Day, D. V. (2019, July). *Identity-based perspectives on leader development*. Invited research presentation, Canadian Centre for Advanced Leadership, Haskayne School of Business, University of Calgary, Alberta, Canada.

Day, D. V. (2019, May). *Understanding a leader's journey: The role of self in leader development.* Invited research presentation, University of Zurich, Switzerland.

Day, D. V. (2018, October). *Estimating and understanding personal trajectories of leader development.* SIOP Leading Edge Consortium presentation ("High Potential: Identifying, Developing, and Retaining Future Leaders"), Baltimore, MD.

Day, D. V., Antonakis, J, & Rönkkö, M. (2017, September). *Do journal editors matter? A succession study of executive leadership in science.* Society for Organizational Behavior, Ft. Collins, CO.

Day, D. V. (2016, October). *Perspectives on leadership, development, and identity.* INSEAD Research seminar series, Singapore and Fontainebleau, France.

Day, D. V. (2016, October).  *Leadership development: The state of the art in science and practice.* Invited public lecture, The Head Foundation, Singapore.

Day, D. V. (2016, October). *Leadership development: Research workshop.* Research workshop presented at The Head Foundation, Singapore.

Day, D. V. (2015, May). *Leadership development: An outcome-oriented perspective.* Kühne Logistics University (The KLU) Research Seminar Series, Hamburg, Germany.

Day, D. V. (2015, April). *Leadership development.* Research workshop presented at Durham University Business School, Durham, U.K.

Day, D. V. (2015, March). *Leadership development: The state of the art in science and practice.* Leader's Angle invited public lecture, University of Stellenbosch Business School, Cape Town, South Africa.

Day, D. V. (2015, March). *Integrative leadership development: Charting and understanding developmental trajectories.* University of Stellenbosch Business School Research Seminar Series, Cape Town, South Africa.

Day, D. V. (2013, July). *Leadership, practice, and human potential.* Woodside leaders' luncheon invited address, Karratha, Western Australia.

Day, D. V. (2012, December). *The science of leadership at the crossroads: Focus on time and practice.* Invited keynote address to the 11th International Studying Leadership Conference (ISLC), Curtin University, Perth, Australia.

Day, D. V. (2012, October). *Talent management: Got evidence?* Presentation to the Australian Institute of Management Western Australia (AIMWA) Associate Fellows and Fellows, Perth, Australia.

Day, D. V. (2012, October). *Leadership development in the military: The art and the science.* Presentation to the Singapore Armed Forces Centre for Leadership Development, Singapore.

Day, D. V. (2012, October). *Social network "churn" and leadership development.* Presentation to the Research School of Management seminar series, Australian National University, Canberra, ACT, Australia.

Day, D. V. (2011, October). *A leader's journey: Charting and understanding developmental trajectories.* Presentation to the Department of Management, Faculty of Business and Economics, Monash University, Caulfield Campus, Victoria, Australia.

Day, D. V., & O'Connor, P. M. G.  (2011, May). *Advances in talent management: Enhancing rigor and relevance*. Invited presentation to The University of Western Australia 'Breakfast by the Bay' series, Crawley, WA, Australia.

Day, D. V. (2011, March). *People and change: Making lean construction work*. Invited keynote address to the 2011 Woodside Lean Construction Conference, Perth, WA, Australia.

Day, D. V. (2011, February). *Leadership development @ Infosys: Research and practice*. Invited presentation to the Society for Organisational Behaviour Australia, Melbourne Business School, Victoria, Australia.

Day, D. V. (2009, June). *Integrative leader development: Theory and research*. Invited presentation to the Erasmus Leadership Conference, Rotterdam School of Management, NL.

Day, D. V. (2009, May). *Building a science of leader development*. Invited address presented at the Association for Psychological Science 21$^{st}$ Annual Conference, San Francisco, CA.

Day, D. V. (2007, April).  *"Mind the gap" between leader and leadership development*. Invited presentation at the Global Leadership Conference: Developing Leaders for a Dangerous World, United States Military Academy, West Point, NY.

Day, D. V. (2006, March).  *Building an integrative theory of Army leader development.*  Presentation to the Eisenhower Leader Development Program, United States Military Academy, West Point, NY.

Day, D. V., & O'Connor, P. M. G. (2005, February). *The role of identity in leadership development: Insights from theory and practice.* Paper presented at the 15$^{th}$ Annual Kravis de Roulet Leadership Conference, Claremont McKenna College, Claremont, CA.

Day, D. V. (2004, November). *Building competitive advantage through people: Staffing and compensation.*  Presentation to the Program for Executive Development, International Institute for Management Development, Lousanne, Switzerland.

Day, D. V. (2004, August).  *Making leadership development strategic.*  Symposium on Strategic Leadership on Both Sides of the Atlantic, International Institute for Management Development, Lausanne, Switzerland.

Day, D. V., & O'Connor, P. M. G. (2003, September).  *Challenging assumptions about leadership development.*  Invited presentation to the I-O psychology area, George Mason University, Fairfax, VA.

Day, D. V. (2003, April). *Understanding the challenges of supervisory leadership.* Invited presentation to the Wood Industry Supervisory Program, Penn State University, University Park, PA.

Day, D. V. (2002, October). *Assessing the burdens of leadership*.  Invited presentation to the I-O psychology area, University of Maryland, College Park, MD.

Day, D. V. (2001, March).  Relational influences on professional identity development: In search of the best possible self. *Proceedings of the United States Military Academy Global Leadership Conference*. West Point, NY: United States Military Academy.

Day, D. V. (2001, May).  *Challenging common leadership assumptions.* Invited presentation to the W. K. Kellogg Leadership Consortium, University Park, PA.

Day, D. V. (2001, January). *Leadership development in the context of ongoing organizational work.* Invited presentation to the U.S. Army Science & Technology Independent Review Team, Arlington, VA.

Day, D. V. (2000, March). *Recent developments in leadership development.* Invited presentation, Frontiers in Leadership: The *Leadership Quarterly* Symposium, The University of Mississippi.

Day, D. V. (1999, November). *Integrative approaches to leadership development: Learning from industry best practices.* Invited address, Lock Haven University Conference on Integrated Leadership Education.

Day, D. V. (1999, October). *Leadership development in industry: Best practices review.* Invited address, Army Research Institute, Fort Leavenworth, KS.

Day, D. V. (1999, March). *Simulating executive selection.* Psychology colloquium series, Virginia Tech University, Blacksburg, VA.

Day, D. V. (1998, October). *Assessing the climate for diversity at the Pennsylvania State University Libraries.* Invited presenter, The Challenge to Change: Creating Diversity in Our Libraries, State College, PA.

Day, D. V. (1998, September). *Leadership learning communities for institutional change in higher education.* Society for Organizational Behavior, George Washington University, Washington, DC.

Day, D. V. (1997, September). *Understanding raters' cognitive processes: Why bother?* Invited speaker, Mid-Atlantic Personnel Assessment Consortium, Baltimore, MD.

Day, D. V. (1997, June). *Leadership in changing organizations.* Invited speakers series, Owens Corning Corporation, Huntingdon, PA.

Day, D. V. (1995, December). *Team-based leadership for the twenty-first century.* Change management speakers' series, Andersen Consulting, Philadelphia, PA.

Day, D. V. (1994, November). *Understanding frame-of-reference training.* Psychology colloquium series, The University of Akron, OH.

Day, D. V. (1994, September). *Expected and unexpected changes associated with frame-of-reference training.* Psychology colloquium series, The University of Maryland, College Park, MD.

TECHNICAL REPORTS AND SPECIALTY PUBLICATIONS

Day, D.V. (2013, July). *Science team leadership.* Paper commissioned by the National Research Council Study of the Science of Team Science, National Academy of Sciences, Washington, D.C., USA.

Parker, S., Griffin, M., Day, D., Wang, L., Bindl, U., Riseborough, K., & Steele, A. (2012, May). *An evidence-based review of leadership development and leadership competency models.* Report prepared for BHP Billiton Iron Ore.

Day, D. V. (2012, April). *The state of the science and art of leader development.* Report prepared for the Singapore Armed Forces Centre for Leadership Development.

Day, D. V., & Burr, R. (2010). Leadership in challenging times. *MBA Review, 9*(1), 44-49.

Day, D. V. (2010). Perspectives on character and leadership. *Journal of Character & Leadership Integration, 1*(1), 18-21.

Lindsay, D. R., Hassan, A. M., & Day, D. V. (2009). Leadership education and experience in the classroom: A case study. *Journal of Leadership Education, 8(2)*, 32-40.

Day, D. V., & O'Connor, P. M. G. (2008). Leadership development in Singapore.  In W. Wen (Ed.), *Best leadership practices in Asia*.  Shanghai, China: Chinese Executive Leadership Academy Pudong (CELAP).

Day, D. V., & O'Connor, P. M. G. (2006). Sources of leadership in organizations: From individual to organizational capacity. *Peking University Business Review, 23*(6), 56-61.

Day, D. V., & O'Connor, P. M. G. (2006). Getting to the source: Four perspectives on leadership. *Leadership in Action, 26*(5), 7-22.

Day, D. V. (2004). Review of the book "Leadership processes and follower self-identity." *Personnel Psychology, 57,* 517-520.

Day, D. V. (2004, January). What I learned along the way. *The Industrial-Organizational Psychologist, 41(3),* 64-67.

O'Connor, P. M. G., & Day, D. V. (2002, March/April). Tapping your organization's leadership reserve. *Leadership in Action, 22*(1), 3-7.

Day, D. V., & Lance, C. L. (2001, August).  *Understanding the development of leadership complexity through latent growth modeling* (Work Package no. DEVCOM 1141).  U.S. Army Research Institute Consortium Research Fellow, Alexandria, VA.

Day, D. V., & Halpin, S. M.  (2001, April).  *Leadership development:  A review of industry best practices* (Tech. Rep. #1111).  Army Research Institute, Fort Leavenworth, KS.

Day, D. V., & Cross, W. E. (1996).  *Diversity climate assessment for the University Libraries:  Feedback report and recommendations.* Final report submitted to the Pennsylvania State University Libraries.

Vance, R. J., Day, D. V., Garthwaite, R. A., Cote, M. K., Heffner, T., & Gerstner, C. (1995). *STEP-UP: Skills training and employment program for upgrading personnel* (Versions 1.0-1.7).  Computer-based system for employee transition counseling developed for use at the Philadelphia Naval Shipyard and Base.

Vance, R. J., & Day, D. V. (1995). *Mill Hall 2000: Needs assessment and a human resources strategic plan.* Final report submitted to Avery Dennison World Chemical Division.

Day, D. V., Vance, R. J., & Schleicher, D. J. (1994). *Driver examination knowledge tests.* Final report submitted to the Pennsylvania Department of Transportation.

RESEARCH INTERESTS
1.  Leader and leadership development.
2.  Identity processes in leadership and organizations
3.  Leadership capacity in individuals, groups, and organizations.
4.  Longitudinal modeling of leadership and development.

GRANTS AND AWARDS

2012-2014    Australian Research Council Discover Project grant (#120103969), "How leaders integrate safety goals for employees to build adaptive safety capabilities in organisations" (AUD$320,000; Co-PI/CI).

2010-2012    Australian Research Council Discovery Project grant (#1093209), "Longitudinal, multilevel, and multi-study tests of an integrative theory of leader development" (AUD$215,000; PI/CI).

1998-2003    W. K. Kellogg Foundation Leadership for Institutional Change Initiative, Phases I-II (USD$309,000; Co-PI).

1998    Research and Graduate Studies Office internal research award to investigate nurses' perceptions of hospital psychological climate (USD$3,000; Co-PI)

1997-1998    Boeing Corp. First Level Management Selection Process Implementation, (USD$166,500; Associate Investigator).

1996    Research and Graduate Studies Office internal research award to investigate gender and leadership perceptions within a dynamic systems theory framework (USD$4,000; PI).

1995-1996    University Libraries Climate for Diversity; Penn State University Libraries (USD$15,129; PI).

1994    Research and Graduate Studies Office (RGSO) internal research award to conduct a meta-analysis of self-monitoring (USD$2,000; PI).

1994    Avery Dennison Co. to design and implement assessment devices for the U.S. chemical division workforce for use in selecting and training future employees (USD$35,000; Co-PI).

1994    Pennsylvania Department of Transportation to construct and validate an update of the Pennsylvania driver's license exam (USD$30,000; Co-PI).

1993-1994    Unisource, Inc. to develop a competency model for executive assessment and succession planning (USD$14,500; Co-PI).

1993-1996    Demonstration grant from the Private Industry Council of Philadelphia, Inc. via the U.S. Department of Labor to design and deliver a system to aid in the transition of defense workers at the Philadelphia Naval Shipyard and Base (USD$575,00; Research Associate and Co-PI).

PROFESSIONAL ACTIVITIES

Design Team Member, SIOP Leading Edge Consortium (2021)

National Center for Healthcare Leadership, BOLD Advisory Council Member (2018)

Co-chair, 10th Australian Industrial and Organisational Psychology conference (2-5 July 2013), Perth, Australia.

*Editorial and Review Activities*
Editorial boards:
> *Academy of Management Journal* (2013-2016; re-appointed, 2016-2019)
> *American Psychologist* (2021- )
> *Annual Review of Organizational Psychology and Organizational Behavior* (2011-2019;
> Member, Inaugural Editorial Committee)
> *Human Performance* (2006 to 2014)
> *Human Resource Management Review* (2011-2019)
>> Associate Editor (2006-2010)
> *Journal of Applied Psychology* (2004-2020); Associate Editor (2008-2015)
> *Journal of Character & Leadership Development* (U.S. Air Force Academy, 2009-present)
> *Journal of Management* (2000-2020)
> *Leadership Quarterly* (1994-present)
>> Associate Editor, *Quantitative Methods* section (1998-2004); *Leadership Assessment,*
>> *Development, and Evaluation* (2005-2010); Editor, *Leadership Quarterly Yearly Review* (2017-
>> 2021); Associate Editor (2020 – present)
> *Organizational Behavior and Human Decision Processes* (2007-2015)
> *Organizational Psychology Review* (2009-present)
> *Personnel Psychology* (2004-present)

**Ad hoc reviewer (2015 to present):** *Academy of Management Review*; *Academy of Management Learning & Education; Administrative Science Quarterly*; *American Psychologist*, *Applied Psychology: An International Review*; *Journal of Occupational and Organizational Psychology*; *Journal of Personality and Social Psychology; Management Science*; *MIT Sloan Management Review; Organization Science*; *Organization Studies*.

**Invited grant reviewer**: Australian Research Council, Competitive Grants Program (2012-2016); Council for Social Sciences of the Netherlands Organisation for Scientific Research (2004; 2012); European Research Council (2022); Israel Science Foundation (2010, 2014); National Science Foundation (1997; 2003); Social Sciences and Humanities Research Council of Canada (1990-1991; 1994-1995; 1998, 2009); United States Department of Agriculture, National Research Initiative Competitive Grants Program (2001).

## U.S. Army
Member, U.S. Army Training and Leader Development Panel – Officer (June-September, 2000)
Member, U.S. Army Training and Leader Development Panel – NCO (June, 2001-January, 2002)
Member, U.S. Army Science and Technology Independent Review Team (January-February, 2001)
Member, U.S. Army Training and Leader Development Panel – Civilian (April-August, 2002)
Senior Research Fellow, Army Research Institute Consortium of Research Fellows (1999 to 2006)

*Penn State College of Medicine and Hershey Medical Center*
Member, Oversight Committee, Center for Leadership Development (2000-2006)

*Center for the Advancement of Research Methods and Analysis (CARMA)*
Member, International Advisory Board (2010-2017)

*Society for Industrial and Organizational Psychology*:
Membership Committee (1992-1994), Program Committee Reviewer (1990-1992; 1994-2006), Education and Training Committee (1997-2000), Task Force to Review SIOP Principles for Validation and Selection (1997-1998), Program Committee Member (1999-2000), Distinguished Teaching Award Committee (2006), Scientific Affairs Committee (2009-2011), Fellowship Committee (2010-2012), Leading Edge Consortium Committee (2019-2021).

***Academy of Management***:
Program reviewer, Managerial and Organizational Cognition Interest Group (1995-1996; 1998-1999; 2007); Organizational Behavior (2007-2008); Early Career Award Committee, HR Division (2007-2008); OB Awards Committee Member, Outstanding Practitioner-Oriented Publication in OB (2014).

***Collegian, Inc***.
Member, Board of Directors, The Collegian, Inc. (1992-1995), publishers of Penn State's daily newspaper. President, Board of Directors, The Collegian, Inc. (1995-2000).

PROFESSIONAL AFFILIATIONS
Member:      Academy of Management
             International Leadership Association
             Society of Organizational Behavior

Fellow:      American Psychological Association
             Association for Psychological Science
             International Association of Applied Psychology
             Society for Industrial/Organizational Psychology