

JANAKI GOOTY, Ph.D.
Department of Management
Belk College of Business
University of North Carolina, Charlotte
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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

2016 - current: Associate Professor, Belk College of Business, University of North Carolina, Charlotte

2010-current: Faculty, Organizational Science, University of North Carolina, Charlotte

2007- current: Research Associate, Center for Leadership Studies, Binghamton University

2010- 2016: Assistant Professor, Belk College of Business, University of North Carolina, Charlotte

2007- 2010: Assistant Professor, School of Management, State University of New York at Binghamton

2006-2007: Visiting Assistant professor, Oklahoma State University, Tulsa

2003-2006: Graduate teaching associate, Spears School of Business, Oklahoma State University

2002-2003: Graduate research assistant, University of Central Oklahoma

RESEARCH († denotes graduate student coauthor at time of submission)*Articles:*

- 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.
- Gooty, J., Yammarino, F. J. (2016). The leader-member exchange relationship: A multi-source, cross-level investigation. *Journal of Management*, 42, 915-935.
- 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.
- 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.
Nominated for the best paper award
- 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.
Nominated for the best paper award
- 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.
- 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.
- Gooty, J., & Yammarino, F.J. (2011). Dyads in organizational research: Conceptual issues and multilevel analyses. *Organizational Research Methods*, 14, 456-483.
Nominated for the best paper award
- Gooty, J., Connelly, S., †Griffith, J., & †Gupta, A. (2010). Leadership, affect and emotions: A state of the science review. *Leadership Quarterly*, 21, 979-1004.
Top 10 most cited articles at LQ since 2010.
- 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.

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.

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.

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.

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.

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

Editorial:

Connelly, S., & Gooty, J. (2015). Leading with emotion: An Introduction and Review of the Special Issue. *Leadership Quarterly*.

Book chapters:

Yammarino, F.J., & Gooty, J., (2016). Cross-Level Models. In S.E. Humphrey & J.M. LeBreton (Eds.), *The handbook for multilevel theory, measurement, and analysis*. Washington, DC: American Psychological Association.

Yammarino, F.J., & Gooty, J., (2016). 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.

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.

Work in Progress (most recent works listed first)

Emotions and well-being

Gooty, J., †Medaugh, M., & †Uhrich, B. The impact of a stress management intervention (SMI) on employee engagement and deviant work behaviors.

†Guler, C. & Gooty, J. Constructive expression of leader negative emotions and relational quality.

Gooty, J., †Thomas, J.S., Yammarino, F.J., †Meduagh, M., † Kim, J. & Connelly, S.C. The Leader-Member Exchange Relationship: A Cross-Level Examination of Emotions and Emotion-Related Phenomena.

Dionne, S., Gooty, J., Yammarino, F., & Sayama, H. Multi-level dynamics of cognitions and emotions on crisis decisions of collectives.

Leadership

Banks, G.C., Engermann, K., Guler, C., Davis, K., Medaugh, M., & Gooty, J., A Meta-Analytic Review and Future Research Agenda of Charismatic Leadership

Banks, G.C., Gooty, J., & Guler, C. & Ross, Construct Proliferation in Leadership Research: A Review of Traditional and New Age Leadership Constructs

Gooty, J., †Loignon, A.C., Rogelberg, S.G., & Lucianetti, L. The Measurement and Substantive Validity of Leader-Member Exchange at the Dyadic level.

†Loignon, A.C., Gooty, J., Rogelberg, S.G., & Lucianetti, L. Shared Relationship Satisfaction and Investment as Antecedents of Dyadic Leader-Member Exchange.

†Sturm, R., †Codou, S., Gooty, J. Moral transgressions in leadership: Cognitions and Emotions.

Gooty, J., Kluemper, D.H., Little, L.M., †Thomas, J.S., & Yammarino, F.J. Relationship Defining Memories in Leader-Follower Dyads: Implications for Social Exchange Outcomes.

Research Methods and Others

Byron, K., Gooty, J., & Aquino, K. Managing Job Performance: Shifting the Theoretical Lens to Low Performers.

†Medaugh, M., †Loignon, A., †Scheaf, D., Pollack, J. M., & Gooty, J. A Relational Examination of Resource Acquisition in Entrepreneurial Networks

†Loignon, A.C., †Thomas, J. S., Woehr, D. J., & Gooty, J. Justifying Team-Level Constructs: A Quantitative Review of Aggregation Indices.

Gavin, M.B., Mayer, R., & Gooty, J. The impact of voice and employee participation in change management.

Conference Papers

2016:

†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.*

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:

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.*

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.*

†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:

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.*

†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.*

†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:

†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*.

Gooty, J., & Yammarino, F.J. The leader member exchange relationship: A multisource, cross-level investigation. *Southern Management Association Meetings, New Orleans, Louisiana*.

2012:

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*.

Gooty, J & Zellars, K. Coping with abusive supervision: The role of trait mindfulness and rumination. In Paul Spector and Pamela Perrewe (Chairs), “Employee responses to workplace abuse”. *Southern Management Association Meetings, Fort. Lauderdale, Florida*.

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*.

2011:

†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*.

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*.

2010:

†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*.

2009:

Gooty, J., & Gavin, M.B. Emotions and Emotional Intelligence: A Field investigation. *Academy of Management Meetings in Chicago, Illinois*.

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.

†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.*

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.*

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.*

2008:

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.*

Jaussi, K., Gooty, J., & Randel, A. Environmental scouting, positive emotions, and creativity at work. *Society for Industrial and Organizational Psychology in San Francisco, California.*

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.*

2007:

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.*

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.*

2006:

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.*

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*.

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*.

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:

Gooty, J., Pappas, J., & Flaherty, K. A multilevel test of managerial trustworthiness: Antecedents and consequences. *Academy of Management meetings in Honolulu, Hawaii*.

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*.

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*.

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*.

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:

Gavin, M. B. & Gooty, J. Trustworthiness at work: Unleashing positive psychological capital. *British Academy of Management meetings, Belfast, Ireland*.

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*.

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*.

Invited Presentations

2012:

LMX emotions and cognitions. University of Houston.

2011:

Landing you first job and your second job. Advanced doctoral student consortium, Southern Management Association Meetings.

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:

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.

Janaki Gooty and Mark Gavin. “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership”. Doctoral student consortium. Southern Management Association Meetings.

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.

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

2009:

Janaki Gooty and Mark Gavin. “Navigating the Dissertation: Hints from a Successful Student/Chair Partnership”. Doctoral student consortium. Southern Management Association Meetings.

Janaki Gooty. Conceptual and methodological advances in the study of dyads: RCM and WABA. Syracuse University.

2008:

Janaki Gooty and Mark Gavin. "Navigating the Dissertation: Hints from a Successful Student/Chair Partnership". Doctoral student consortium. Southern Management Association Meetings.

2007:

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.

TEACHING

Courses Taught*

Undergraduate:

- Organizational Behavior. Oklahoma State University, State University of New York at Binghamton, 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 class.
- Macro Organizational Science. University of North Carolina, Charlotte. PhD Seminar.

(* All teaching effectiveness ratings at or above department averages in each institution).

Other:

- International Seminar. Leadership in a Changing World. IAE, Lyon, France.

Dissertation committees:

- Jane Thomas (2013- 2015)
- Zoa Ordoñez (2014-current)
- External reader, Andra Serban, Binghamton University.
- External reader, Alka Gupta, Binghamton University

Other student advising:

- Chair, Pre-doctoral project, Courtney Guler (2016-)
- Chair, Pre-doctoral project & MA thesis, Melissa Medaugh (2015-2016)
- Advisor, Independent study, Sona Spencer (2015-2016)
- Member, Qualifying exams committee, Haley Woznyj (2015)
- Chair, Pre-doctoral project, Jane Thomas (2012-2013)
- Member, Qualifying exams committee, Jane Thomas (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:

- Associate editor, *Journal of Occupational and Organizational Psychology*
- Guest co-editor, *Leadership Quarterly special issue on Leadership and Emotions.*
- Editorial board member, *Journal of Organizational Behavior*
- Editorial board member, *Leadership Quarterly*
- Editorial board member, *Journal of Business and Psychology*

Reviewer Activities:

- Adhoc reviewer, *Academy of Management Journal*
- Adhoc reviewer, *Academy of Management Review*
- Adhoc reviewer, *Journal of Management*
- Adhoc reviewer, *Organizational Research Methods*
- Adhoc reviewer *Human Performance*
- Reviewer, *Academy of Management Annual Meetings*, 2013.
- Reviewer, *Research Methods (RM)*, *Southern Management Association meetings*, 2009, 2008
- Reviewer, *Research Methods Division (RMD)*, *Academy of Management meetings*, 2008, 2009

Other:

- Elected member, Representative at Large, *Research Methods Division of the Academy of Management.*
- Elected member, Board of Governors, *Southern Management Association*, 2011-2014.
- Doctoral student consortium coordinator, *Southern Management Association Meetings*, 2014-2016.
- Paper development workshop mentor. *Southern Management Association Meetings*, 2013 -2015
- 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)
- Discussant, *Research Methods Division (RMD)*, *Academy of Management meetings Chicago, Illinois*, 2009; *Southern Management Association*, 2007, 2008
- Volunteer, *Research Methods Division (RMD)*. Developed brochure for new member recruitment

SCHOOL LEVEL SERVICE

- OBHR search committee (BCOB, Management department) (Fall 2014)
- MBA program committee – (Fall 2014-current)
- Curriculum Committee (Fall 2014-current)

- Chair, Department of Management research committee (Fall 2014-current)
- Advisory board, Organizational Science PhD program, 2013, 2014
- Organizational Science Summer Institute – Mentor, 2015
- 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)

AWARDS

Summer Research Grant, BCOB, University of North Carolina, Charlotte (2016)
Dean's Scholar Grant, BCOB, University of North Carolina, Charlotte (2015)
Summer Research Grant, BCOB, University of North Carolina, Charlotte (2014)
Outstanding reviewer award, *Research Methods, Southern Management Association meetings* (2008)
Department of management merit scholarship (2005), Oklahoma State University
Department of management merit scholarship (2004), Oklahoma State University
Teaching commendations from the Dean's office on two occasions: fall 2003 and summer 2006.
New Doctoral Student Consortium (NDSC) scholarship (2004) at the Southern Management Association Meetings.
Project of the Year (1999) - Project submitted towards completion of Bachelors degree in the area of sustainable technologies, by the Indian Institute of Science, India.

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Management Association

COMMUNITY SERVICE

Volunteer yoga instructor, Movement Charlotte, Charlotte, NC (2014-2015)

Volunteer, Project Scientist, Charlotte, NC (2014)

Volunteer workshop in leadership skill building, *Myanmar Positive Group (MPG)*, Yangon, Myanmar, July, 2009.