

Matthew P. Crayne, Ph.D.

**Management Department
Massry School of Business – University at Albany**

EDUCATION

- 2016 **Ph.D. Industrial-Organizational Psychology.** Pennsylvania State University
2014 **M.S. Industrial-Organizational Psychology.** Pennsylvania State University
2012 **B.A. Psychology.** The University of Connecticut

EDUCATIONAL EMPLOYMENT

- 2024 - Present **Associate Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York
2018 – 2024 **Assistant Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York

ADDITIONAL EMPLOYMENT

- 2015 – 2018 **Senior Consultant,** PricewaterhouseCoopers, LLP.

OTHER PROFESSIONAL APPOINTMENTS

- 2018 - Present **Affiliated Faculty,** Industrial-Organizational Psychology Program,
Department of Psychology, University at Albany.

HONORS AND AWARDS

- Rosenthal '76 and Schiff Undergraduate Teaching Prize. University at Albany. (2021). \$2,000.
School of Business Faculty Service Award. University at Albany (2021). \$2,000.
Bruce V. Moore Graduate Fellowship. Pennsylvania State University (2015).
Miriam Graddick-Weir Research Fellowship. Pennsylvania State University (2013).

PUBLICATIONS

Peer Reviewed Articles

- Crayne, M.P. & Brawley-Newlin, A.** (2024). Driven to succeed, or to leave? The variable impact of self-leadership in rideshare gig work. *The International Journal of Human Resource Management*, 35(1), 98-120.
- Crayne, M.P.** Finding “work” in grand challenges: Lessons from extremism research and a call to action. (2023). *Industrial-Organizational Psychology*, 16(4), 533-536.

- Shortland, N.D., McCusker, M., Alison, L., Blacksmith, N., **Crayne, M.P.**, Thompson, L., Gonzales, J,... & Stevens, C. (2023). Avoidant authority: The effect of organizational power on decision-making in high-uncertainty situations. *Frontiers in Psychology*, 13:1027108.
- Medeiros, K.E., Griffith, J.A., Shipe, S.D., **Crayne, M.P.**, McIntosh, T., & Campagna, R. (2022). Minding the \$500,000 gap: Accounting for the gender-driven gap in executive severance agreements. *Journal of Business and Psychology*, 37(1), 1065-1077.
- Crayne, M.P.**, & Hunter, S.T. (2022). The moderating influence of error timing on follower perceptions of leader error. *Leadership and Organization Development Journal*, 43(4), 612-622.
- Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Hardy, J.H., & Damadzic, A. (2022). Leader sensemaking style in response to crisis: Consequences and insights from the COVID-19 pandemic. *Personality and Individual Differences*, 187, 111406.
- Crayne, M.P.**, & Medeiros, K.E. (2021). Making sense of crisis: Charismatic, Ideological, and Pragmatic leadership in response to COVID-19. *American Psychologist*, 76(3), 462-474.
- Crayne, M.P.** (2020). The traumatic impact of job loss and job search in the aftermath of COVID-19. *Psychological Trauma: Theory, Research, Practice, and Policy*, 12(S1), S180-S182.
- Howard, M.C., & **Crayne, M.P.** (2019). Persistence: Defining the multidimensional construct and creating a measure. *Personality and Individual Differences*, 139(1), 77-89.
- Crayne, M.P.**, & Hunter, S.T. (2018). Historiometry in organizational science: Renewed attention for an established research method. *Organizational Research Methods*, 21(1), 6-29.
- Hunter, S.T., Shortland, N.D., **Crayne, M.P.**, & Ligon, G.S. (2017). Recruitment and selection in violent extremist organizations: Exploring what industrial organizational psychology might contribute. *American Psychologist*, 73(3), 242-254.
- Weaver, K., **Crayne, M.P.**, & Jones, K.S. (2016). I/O at a crossroad: The value of an intersectional research approach. *Industrial-Organizational Psychology*, 9(1), 197-206.

Manuscripts Under Review in Peer Reviewed Journals (titles withheld)

- Crayne, M.P.**, Shortland, N.D., & Griffith, J.A. [Moral injury and work values]. *Personnel Psychology*.
- Crayne, M.P.** [Workplace moral injury commentary]. *Journal of Business Ethics*.
- Mezzapelle, J.A. & **Crayne, M.P.**, & Shortland, N.D. [Identity differences in workplace trauma]. *American Psychologist*.
- Crayne, M.P.**, Neely, B.H., Matyasovszky, G., & Hunter, S.T. (1st R&R). [Leadership meta-analysis]. *Journal of Leadership and Organizational Studies*.

Working Papers

- Crayne, M.P.**, Fletcher, K.A., & Cheung, H.K. (writing stage). Antecedents and outcomes to occupational moral injury. *Journal of Applied Psychology* (target).
- Crayne, M.P.** (writing stage). Extremism and organizations. *Academy of Management Review* (target).
- Crayne, M.P.**, & Medeiros, K.E. (writing stage). Process model of digital leadership. *Academy of Management Review* (target).
- Crayne, M.P.**, Reichin, S., & Medeiros, K.E. (writing stage). Sensemaking style patterns and leader error recovery. *Leadership Quarterly* (target).
- Crayne, M.P.** (analysis stage). Event effects in extremist organization strategy. *Science* (target).
- Crayne, M.P.** (analysis stage). Founder and leader change impacts on extremist organizational effectiveness. *Leadership Quarterly* (target).
- Medeiros, K.E., Griffith, J.A., Gabriel, A., & **Crayne, M.P.** (data collection stage). Gender differences in executive compensation. *Journal of Applied Psychology* (target).

Book Chapters

- Crayne, M.P.** (In Production). Historiometric Analysis in Terrorism Research. In C. McCauley, S. Moskaleno, & G. Ligon (Eds.), *Handbook of Terrorist Psychology*.
- Hunter, S.T., Gutworth, M., **Crayne, M.P.**, & Jayne, B.S. (2015). Planning for Innovation: The Critical Role of Agility. In M. Mumford & M. Frese (Eds.), *Planning in Organizations: The Psychology of Performance*. Pp. 146-165.

Government Reports

- Crayne, M.P.**, Shortland, N.D., & Mezzapelle, J.L., and National Counterterrorism Innovation, Technology, and Education Center, "Psychological Trauma in Terrorism Research (PT2R). Phase 1 End of Year Report" (2023). *Reports, Projects, and Research*. 58.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/58>
- Shortland, N. D., & **Crayne, M.P.** Vicarious Trauma via the Observation of Extremist Atrocities: A Rapid Evidence Assessment" (2023). *Reports, Projects, and Research*. 2.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/2>

AWARDED GRANT FUNDING

Federal

Role: Principal Investigator
Project: Psychological and Organizational Resilience to Soft Target Threats
Source: United States Department of Homeland Security / CISA
Time Period: 01/01/2025 – 07/01/2026
Total Funding: \$391,922

Role: Principal Investigator

Project: Psychological Trauma in Terrorism Research (PT2R): Identifying risk factors and intervention points for work-related psychosocial trauma.

Source: National Counterterrorism Innovation, Technology, and Education Center

Time Period: 07/01/2022 – 06/30/2024

Total Funding: \$302,728

University at Albany

Role: Principal Investigator

Project: Organizational Adoption of Red Teaming

Source: School of Business Research Committee

Time Period: 2021 - Present

Total Funding: \$10,000

Role: Principal Investigator

Project: Various

Source: School of Business Research Committee

Time Period: 2020 - 2021

Total Funding: \$1,000

PRESENTATIONS AT SCHOLARLY CONFERENCES

Crayne, M.P., Shortland, N.D., & Griffith, J.A. (2024, August). *Moral injury at work: How job-related value violations cause psychosocial harm*. Paper to be presented at the 84th annual meeting of the Academy of Management, Chicago, IL.

van Egdome, D. (Chair), Williamson Smith, R. (Chair), Arena Jr., D., Bauer, T., **Crayne, M.P.**, Johnson, L.U., & Maupin, C. (2024, March). *Succeeding on the business school job market: An insider's perspective*. Panel discussion presented at the 39th annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.

Crayne, M.P. & Shortland, N.D. (2024, March). Psychological trauma in terrorism research: Identifying work-related risk factors and intervention points. In K.D. Bond (Chair) *Protecting counterterrorism practitioners: An examination of the impact of violence exposure and mitigating factors*. Panel discussion presented at the annual meeting of the International Studies Association, San Francisco, CA.

Mezzapelle, J.L., & **Crayne, M.P.** (2024, February). *"It's Everywhere... It's Unavoidable": The Role of Gender and Culture in Work-Related Trauma*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Crayne, M.P., Neely, B.H., Matyasovszky, G., & Hunter, S.T. (2023, August). *Leaders in the lab: A meta-analysis of leadership research generalizability and endogeneity risk*. Paper presented at the 83rd annual meeting of the Academy of Management, Boston, MA.*

* Named a "Best Paper" – Organizational Behavior Division

- Crayne, M.P., & Koçak, Ö.E.** (2022, August). *Unpacking dimensional complexity in the relationship between emotional intelligence and transformational leadership*. In A. Gupta (Chair), *No hard feelings? Leadership, emotions, and emotional capacities*. Symposium conducted at the 82nd annual meeting of the Academy of Management, Seattle, WA.
- Matyasovszky, G.A., & **Crayne, M.P.** (2022, April). *Cynical followers: Negative ILTs on the perception of leader errors*. Presented at the 37th annual meeting of the Society for Industrial & Organizational Psychology, Seattle, WA.
- Crayne, M.P.** & Brawley-Newlin, A. (2021, April). *Driven to succeed or to leave? The variable impact of self-leadership in gig work*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.
- Crayne, M. P. (Chair)**, Dinh, J.V., Baran, B.E., Shuffler, M., & Coppins, T. (2021, April). *Leadership in times of crisis: Discoveries, reflections, and lessons for the future*. Panel discussion presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.
- Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Hardy, J.H., & Damadzic, A. (2021, April). *Leader sensemaking in response to crisis: Consequences and insights from COVID-19*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.
- Crayne, M.P.**, & Hunter, S.T. (2019, April). *Mistakes matter: Exploring follower response to leader error characteristics*. Presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
- Medeiros, K. E., Griffith, J. A., **Crayne, M. P.**, & Antonik, C. W. (2019, April). *Hit me with your best plot: Presenting science with impact*. Panel discussion presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.
- Crayne, M.P.**, Neely, B.H., & Hunter, S.T. (2017, April). *Leaders in the Laboratory: A meta-analysis of laboratory efficacy*. Presented at the 32nd annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.
- Crayne, M.P.**, & Jones, K.S. (2016, May). *Interests or Obstacles: The Influence of Social Context and Barrier Perceptions on Occupational Pursuit*. Presented at the 28th annual conference of the Association for Psychological Science, Chicago, IL.
- Lovelace, J.B., & **Crayne, M.P.** (2016, April). Performance appraisal at the Centre County Women's Resource Center. In D. Doverspike (Chair), *Pro Bon-I/O: Putting I/O Psychology to Good Work for Non-Profits*. Symposium conducted at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Crayne, M.P.**, Howard, M.C., & Jacobs, R.R. (2015, June). *Surviving the Game: Examining discriminatory hiring practices in college football*. Presented at the 27th annual conference of the Association for Psychological Science, New York, NY.

Crayne, M.P., & Hunter, S.T. (2015, April). *Pride or Partnership? The relationship between ambition and information sharing*. Presented at the 30th annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

Crayne, M.P., & Howard, M.C. (2014, May). *Bringing together persistence: The creation of a multidimensional measure*. Presented at the 29th annual conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Deckert, P.J., Horgan, J., Jayne, B.S., & **Crayne, M.P.** (2013, January). *Understanding terrorist roles, types and functions: A job analysis of the global jihadi movement*. Presented at the 7th annual conference for the Society of Terrorism Research, London, UK.

INVITED PRESENTATIONS

Crayne, M. P. (2021). *Considering moral injury as an occupational hazard*. University at Albany, Albany, NY.

Crayne, M. P. (2021). *Workplace transitions after COVID-19*. New York State Cooperative and Experiential Education Association (NYSCEEA).

Crayne, M. P. (2020). *Leadership under crisis conditions*. MBA lecture series delivered for Universidad del Salvador, Buenos Aires, Argentina.

Crayne, M. P. (2020). *Leader sensemaking in times of crisis*. University at Albany, Albany, NY.

Crayne, M. P. & Hunter, S. T., (2019). *Historiometric research methods in organizational science*. CARMA Doctoral Student and Junior Faculty Consortium

Crayne, M. P. (2019). *Unpacking follower responses to leader error*. University at Albany, Albany, NY.

Crayne, M. P. (2018). *Glass-cliff effects and racial discrimination in hiring for college athletics*. University at Albany, Albany, NY.

TEACHING

Graduate Courses Taught, University at Albany

BMGT 513 - Organizational Behavior and Managerial Skill (2018 - Present)

BMGT 650 - Leadership and Managerial Skills (2018 - Present)

Weekend MBA BMGT 650 - Leadership and Managerial Skills (2021 - Present)

Weekend MBA BMGT 513 - Organizational Behavior and Managerial Skill (2022)

Undergraduate Courses Taught, University at Albany

BMGT 450: Managerial Leadership and Decision Making (2019 - Present)

UFSP 102: Living-Learning Community Seminar (2020 - 2024)

Doctoral Dissertation Committees

Jennifer Mezzapelle (2024). Department of Psychology. **Member.**

James McGaughan (2021). College of Emergency Preparedness, Homeland Security, and Cybersecurity. **Member**.

Master's Thesis Projects and Committees

Gage Matyasovszky (2021). Department of Psychology. M.S. Thesis. **Chair**.

SERVICE

Department of Management

Member, Faculty Search Committee, 2018 - 2019

Massry School of Business

Chair, Impact Committee, 2023

Member, AI Cluster Hire Faculty Search Committee, 2022 - 2023

Member, Teaching and Learning Committee, 2018 - 2022

University at Albany, State University of New York

Member, Committee on Academic Freedom (CAFFECOR), 2024 - Present

Faculty Mentor, World of Business Living-Learning Community, 2020 - 2024

Consultant, Office of Corporate and Foundation Relations, 2020

Professional Service

Editorial Board, *Dynamics of Asymmetric Conflict*, 2021 - Present

Reviewer, *National Science Foundation*, 2022 – Present

Reviewer, *Psychological Reports*, 2021 – Present

Reviewer, *Leadership*, 2021 – Present

Reviewer, *Journal of Occupational and Organizational Psychology*, 2021 – Present

Reviewer, *Stress and Health*, 2020 – Present

Reviewer, *Creativity Research Journal*, 2020 – Present

Reviewer, *Psychological Trauma: Theory, Research, Practice, & Policy* 2020 – Present

Committee Member, *Society for Industrial-Organizational Psychology Bridge Builders* 2020 – Present

PROFESSIONAL AFFILIATIONS

Academy of Management, 2018 - Present

Society for Industrial and Organizational Psychology, 2012 – Present

American Psychological Association, 2021 - Present