

Samuel T. Hunter, Ph.D.  
 Professor  
 University of Nebraska Omaha Department of Psychology &  
 National Counterterrorism, Innovation, and Education Center (NCITE) faculty  
 samuelhunter@unomaha.edu

Education

Ph.D.	Industrial/Org Psychology, Measurement and Statistics (minor); The University of Oklahoma	(8/03 5/07)
M.S.	Industrial/Org Psychology; University of Tennessee at Chattanooga	(8/99 5/01)
B.S.	Psychology, Business (minor); Central Michigan University	(8/95 5/99)

Academic Appointments

The University of Nebraska Omaha	National Counterterrorism, Innovation & Education (NCITE) lead	(begin 7/21)
The University of Nebraska Omaha	Professor of Psychology (Industrial/Org Area)	(begin 7/21)
The Pennsylvania State University	Professor of Psychology (Industrial/Org Area)	(6/20 5/21)
The Pennsylvania State University	Associate Professor of Psychology (Industrial/Org Area)	(6/13 6/20)
The Pennsylvania State University	Assistant Professor of Psychology (Industrial/Org Area)	(8/07 6/13)
The Pennsylvania State University	Director of Industrial and Organizational Psychology Area	(7/13 present)

Courses Taught

Instructor	Pennsylvania State University, Department of Psychology	
	Graduate seminar in Organizational Psychology	(1/14 present)
	Practicum in Industrial and Organizational Psychology	(1/08 present)
	Graduate Seminar on Leadership in Organizations	(1/09 present)
	Leadership in Work Settings Undergraduate	(8/07 present)
	Senior Seminar on Creativity and Innovation in Organizations	(1/08 present)
Instructor	University of Oklahoma, Price College of Business	
	Organizational Behavior	(7/04 8/04)
Instructor	University of Southern Mississippi, Department of Psychology	
	Statistics for the Social Sciences	(1/03 5/03)
	Social Psychology	(6/03 8/03)

Peer Reviewed Journal Publications

(total: 58; citations: 5100; h-index: 37; i10-index: 58; i100-index: 16)

\*\* denotes current or former PhD advisee; \* denotes current or former student

Hunter, S. T.,

- Miller, S.R., Hunter, S.T., \*Starkey, E.M., Fuge, M., & \*Ahmed, F. (2021). How should we measure creativity in engineering design? A comparison of social science and engineering approaches.
- \*\*Lovelace, J., \*\*Neely, B., \*\*Allen, J., & Hunter, S. T. (2019). Charismatic, ideological, and pragmatic (CIP) leadership: A critical review and agenda for future research.
- \*Starkey, E. M., \*Alzayed, M. A., Hunter, S. T., & Miller, S. R. (2019). Dissection versus incubation: The within-subject effects of product dissection activities on design variety. , 142.
- \*Alzayed, M. A., McComb, C., Hunter, S. T., & Miller, S. R. (2019). Expanding the Solution Space in Engineering Design Education: A Simulation-Based Investigation of Product Dissection. , (3)
- \*Ahmed, F., \*Ramachandran, S. K., Fuge, M., Hunter, S. T., & Miller, S. (2019). Interpreting Idea Maps: Pairwise comparisons reveal what makes ideas novel. , (2).
- Hunter, S. T., Shortland, N., \*\*Crayne, M., & Ligon, G. S. (2018). Recruitment and selection in violent extremist organizations: Exploring what industrial and organizational psychology might contribute.
- \*\*Crayne, M. & Hunter, S. T. (2018). Historiometry in organizational science: Renewed attention for an established research method.
- \*Starkey, E. M., Hunter, S. T., & Miller, S. R. (2019). Are Creativity and Self-Efficacy at Odds? An Exploration in Variations of Product Dissection in Engineering Education. , (1).
- \*Follmer, K., \*\*Neely, B., Jones, K., & Hunter, S. T. (2018). To lead is to err: The mediating role of attribution in the relationship of 18-31
- \*\*Gutworth, M. B., \*\*Cushenbery, L. D., & Hunter, S. T. (2018). Creativity for deliberate harm: Malevolent creativity and social information processing theory.
- \*Starkey, E. M., Miller, S., & Hunter, S. T. (

\*\*Parr, A. D., & Hunter, S. T. (2014). Enhancing work outcomes of employees with autism spectrum disorder through leadership.

\*\*Lovelace, J. B., & Hunter, S. T. (2013). Charismatic, ideological, and pragmatic leadership and employee performance along the creative process. *Journal of Business Ethics*, 111(1), 59-74.

\*\*Parr, A. D., Hunter, S. T., & Ligon, G. (2013). Transformational leadership and employees with autism: A critical examination of universal applicability. *Journal of Business Ethics*, 111(4), 608-622.

Gill, P., Horgan, J., Hunter, S. T., & \*\*Cushenbery, L. (2013). Malevolent creativity in terrorist organizations. *Journal of Business Ethics*, 111(1), 125-151.

Hunter, S. T., \*\*Cushenbery, L., \*\*Fairchild, J. & Boatman, J. (2012). Partnerships in leading for innovation: A dyadic approach to collective leadership. *Journal of Business Ethics*, 111(4), 608-622.



Mumford, M. D., Hunter, S. T., & Bedell, K. E. (2008). . Oxford, England: Elsevier.

### Book Chapters (total: 34)

Hunter, S. T. (in press). . In G. Goethals & G. Sorenson (Eds.), *The SAGE Encyclopedia of Leadership Studies*.

Hunter, S. T., & Hunter, M. D. (in press).  
In A. Coellela & A. Bruyerre (Eds.), *SIOP Frontiers Series*.

Hunter, S. T., & \*\*Lovelace, J. B. (2020). . In S. T. Hunter and J.B. Lovelace (Eds.). *Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success*. Taylor Francis. (p. 254-183).

\*\*Lovelace, J.B., Hunter, S. T., & Neely, B. N. (2020). (in press).  
In S. T. Hunter and J.B. Lovelace (Eds.). *Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success*. Taylor Francis. (p. 78-115).

\*\*Allen, J., \*\*Neely, B., \*\*Lovelace, J.B., & Hunter, S. T. (2020). . (in press). In S. T. Hunter and J.B. Lovelace (Eds.). *Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success..* Taylor Francis. (p. 22-47).

Hunter, S. T., & \*\*Lovelace, J. B. (2020). . In S. T. Hunter and J.B. Lovelace (Eds.). *Extending the charismatic, ideological, and pragmatic approach to leadership: Multiple pathways to success..* Taylor Francis. (p. 284-294).

\*\*Allen, J. B., \*\*Walters, K., & Hunter, S. T. (in press). *Mentors and creativity*. (2020). In M. Runco (Ed). *Encyclopedia of Creativity*.

\*\*Heinen, R. L., \*\*Nguyen, T. L., & Hunter, S. T. (in press). *Knowledge and creativity*. (2020). In M. Runco (Ed). *Encyclopedia of Creativity*.



Mumford, M. D., & Hunter, S. T. (2005). Innovation in organizations: A multi-





- Fairchild, J., Cushenbery, L., Maneotis, S., Drescher, A., & Hunter, S. T. (2013, April). Task and relationship conflict as predictors of innovation. Poster presented at the 28<sup>th</sup> annual Industrial & Organizational Psychology Conference, Houston, TX.
- Thoroughgood, C., Sawyer, K., & Hunter, S. T. (2012, April). Task and relationship conflict as predictors of innovation. Poster presented at the 27<sup>th</sup> annual Society for the Industrial & Organizational Psychology Conference, San Diego.
- Lovelace, J. B., Medeiros, K., Hetrick, A. L., & Hunter, S. T. (2012, April). Task and relationship conflict as predictors of innovation. Poster presented at the 27<sup>th</sup> annual Society for the Industrial & Organizational Psychology Conference, San Diego.
- Fairchild, J. & Hunter, S. T. (2012, April). Task and relationship conflict as predictors of innovation. Paper presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Parr, A. D., & Hunter, S. T. (2012, April). Task and relationship conflict as predictors of innovation. Paper presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hunter, S. T. (2011, August). Task and relationship conflict as predictors of innovation. Presentation at the annual American Psychological Association Conference, Washington, D.C.
- Cushenbery, L., Fairchild, J. & Hunter, S. T. (2011, August). Task and relationship conflict as predictors of innovation. Paper presented at the annual Academy of Management Conference, San Antonio, TX.
- Willis, D. Simpson, T., Henn, R., Hunter, S. T., Purao, S. (2010, June). Task and relationship conflict as predictors of innovation. Paper presented at the AEC Innovation Conference, State College, PA.
- Tate, B. W., Lindsay, D. R., & Hunter, S. T. (2010, August). Task and relationship conflict as predictors of innovation. Paper presented at the 118<sup>th</sup> annual American Psychological Association conference, San Diego, CA.
- Cassidy, S., Cushenbery, L., & Hunter, S. T. (2010, August). Task and relationship conflict as predictors of innovation. Poster presented at the 118<sup>th</sup> annual conference for the American Psychological Association, San Diego, CA.
- Hunter, S. T. (2010, April) (moderator). Task and relationship conflict as predictors of innovation. Panel Presentation with Google, IDEO, Previsor, and Oliver Wyman at the 24<sup>th</sup> annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
- Hunter, S. T., Thoroughgood, C., & Cassidy, S. (2010, April). Task and relationship conflict as predictors of innovation. Management Interventions for Innovation. Symposium at the 24<sup>th</sup> annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
- Cushenbery, L., Fairchild, J., & Hunter S. T. (2010, April). Task and relationship conflict as predictors of innovation. Poster presented at the 24<sup>th</sup> annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
- Ligon, G. S., Leahy, Z., Versella, M., Troyan, C., Gibson, P., Hunter, S. T., & Boatman, J. (2010, April). Task and relationship conflict as predictors of innovation. Poster presented at the 24<sup>th</sup> annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
- Hocker, E., Wood, M., Hunter, S. T., & Ligon, G. S. (2010, March). Task and relationship conflict as predictors of innovation. Paper presented at the annual Perspectives on Creativity Conference, Philadelphia, PA.
- Fairchild, J., Hunter, M. D., Ligon, G. S., & Hunter, S. T. (2010, April). Task and relationship conflict as predictors of innovation. Poster presented at the 24<sup>th</sup> annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Simpson, T. W., Hunter, S. T.,

Vessey, B., Bedell-Avers, K.E., & Hunter, S. T. (2008, April).

Poster presented at the 22<sup>nd</sup> Annual Conference for the  
Society of Industrial and Organizational Psychologists, San Francisco, CA.

Masters, C. B., Schuurman, M., Okudan, G., & Hunter, S. T

\*\*Crayne, M., \*\*Neely, B., & Hunter, S. T. (2021). A meta-

[CNN](#)  
[Fortune magazine](#)  
[Business Insider](#)  
[Yahoo.com](#)  
[Inc.com](#)  
[Fastcompany.com](#)  
[Pacific standard magazine](#)  
[bigthink.com](#)  
[The week magazine](#)  
[Psych Science](#) (aps)

## Professional Affiliations/Activities

Society for Industrial and Organizational Psychology  
Academy of Management  
American Psychological Association  
Fellow (former) International Center for the Study of Terrorism  
Fellow (current) International Society for the study of Creativity and Innovation  
Member of Penn o Interdisciplinary Center for Research in Design and Innovation

## Professional Awards & Recognition

Finalist for graduate student mentoring award at Penn State (2021)  
Finalist for graduate student mentoring award at Penn State (2020)  
Nominated for Penn State teaching award (Milton Eisenhower award) in 2020; one of 5 finalists out of 3000 eligible faculty  
- paper award (2015) for: Hunter, S. T., & Cushenbery, L. (2015). Is being a jerk necessary for originality? Examining the role of disagreeableness in the sharing and utilization of original ideas.  
Psychology faculty marshal Spring 2016  
Liberal arts faculty marshal Fall 2016  
o The Leadership Quarterly (2014)  
Most cited paper award (2007-2011) for: The typical leadership study, assumptions implications and potential remedies (Hunter, Bedell-Avers, & Mumford, 2007).  
o (2009)  
# # O for: Ligon, G. S., Hunter, S. T., & Mumford, M. D. (2008). Development of outstanding leadership: A life narrative approach. 312-334.

## Professional Service

Associate Editor, , 2021 - present  
Associate Editor, , 2020 - present  
Editorial Board, 2007 present  
Editorial Board 2011 present  
Editorial Board, 2014 present  
Editorial Board, 2017 present  
Editorial Board, , 2018-present  
Review Panelist, National Science Foundation, summer 2017  
Reviewer, APA Dissertation Award, 2009

Ad-hoc reviewer		2009, 2012	
Ad-hoc reviewer	2009		
Ad-hoc reviewer			2009
Ad-hoc reviewer,	2008		
Reviewer,		2007-present	
Invited speaker at the Army War College, Carlisle PA, 2017			
Invited speaker academic leadership forum, Penn State University, 2016			
Invited speaker: University of Nebraska Medical Center, 2015			
Invited speaker: DDI, 2015			
Invited speaker: SUNY Stony Brook, 2015			
Invited speaker: University of Georgia, 2013			
Invited speaker: University of Akron, 2012			
Invited speaker: Savannah State University, 2012			
Invited guest lecture: Penn State Outreach Program, titled: Leading for Innovation, 2010			
@	h o -	o h	, 2010
@	\	Leadership,	Price College of Business University of Oklahoma, 2006
@	ueams and leadership	LEND,	University of Oklahoma Health Sciences Center, 2005
Invited speaker at the Feldschrift leadership conference (October 2007)			
Framing and Complexity on Charismatic, @ h O @ y # o			

Jenna Shapiro, PhD University of Connecticut  
Megan Naude, PhD Colorado State University  
Tyler Slezak, PhD University of Akron  
Samantha England, PhD University of Oklahoma  
Frank Shu, PhD Illinois Institute of Technology  
Jerod White, PhD George Washington University  
Salvatore Affinito, PhD University of North Carolina  
Casher Belinda, PhD University of North Carolina  
Jessie Cooperstein, PhD DePaul University  
Liana Kreamer, PhD University of North Carolina Charlotte  
Ashley Niler, PhD Northwestern  
Kristin Swigert, PhD Penn State University  
Luke Kayga, PhD Baruch University  
Shannon Hitchcock, PhD University of Alabama  
Stephanie Jeffer, M.S. Appalachian State University  
Brian Walker, M.A. Hofstra  
Carson Custer, M.A. Hofstra  
Talor Lender, M.S. Xavier  
Samantha Stelman, M.S. Colorado State University  
M ) \* U o " o y  
Kelly Coleman, M.S. Xavier University  
Zach Swetz, M.S. Middle Tennessee State University