

Lily Cushenbery, Ph.D.

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WORK EXPERIENCE

Assistant Professor of Management, Stony Brook University (2013-present)

Post Doctoral Research Fellow, Pennsylvania State University, University Park (2012-2013)
International Center for the Study of Terrorism

Consultant, Innovative Thought (2011-present)

EDUCATION

Ph.D., Pennsylvania State University, University Park (2012)
Industrial-Organizational Psychology
Minor: Statistics and Methods

B.A., California State University, Fresno (2007)
Psychology, with Department Honors and University Honors

SUMMARY

I am currently an Assistant Professor of Management at Stony Brook University and director of the Leadership and Creativity Research Lab. My work applies science-based approaches to practical organizational problems. I have two general research areas: 1) leader recovery from mistakes and 2) managing innovative teams. My primary research examines what happens when leaders make mistakes and how they can best recover from them. In a second stream of research, I explore the impact of leadership, climate, and malevolence on creativity.

JOURNAL PUBLICATIONS

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. *Journal of Business and Psychology*, 30, 621-639. DOI: [10.1007/s10869-014-9386-1](https://doi.org/10.1007/s10869-014-9386-1)

Selected media mentions: [Pacific standard magazine](#), [Fortune Magazine](#), [Business Insider](#), [Inc.com](#), [Yahoo Finance](#), [Daily Mail](#), [Fastcompany.com](#), [msn.com](#), [bigthink.com](#), [Ozy Magazine](#), [The week magazine](#), [Human Resource Executive Online](#), [sciencedaily.com](#), [RedOrbit.com](#), [Business-standard.com](#), [Psychcentral.com](#), [Phys.org](#), [Ninemsn.com](#), [Firstpost.com](#), [Darpanmagazine.com](#), [Trebuchet-magazine.com](#), [Psypost.com](#), [Culturalite.com](#), [Focusnews.com](#), [Science_2.0.com](#), [Lifesciencelog.com](#), [Science newslines.com](#), [The news report.com](#), [Technology.org](#)

Cushenbery, L., & Gabriel, A. (2014). Reappraising the Brain Drain: Collaboration as a Catalyst for Innovation in I-O Research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(3), 347-351. DOI: [10.1111/iops.12161](https://doi.org/10.1111/iops.12161)

- Gill, P., Horgan, J., Hunter, S. T., & **Cushenbery, L.** (2013). Malevolent creativity in terrorist organizations. *The Journal of Creative Behavior*, 47(2), 125-151. [DOI: 10.1002/jocb.28](https://doi.org/10.1002/jocb.28)
- Hunter, S. T., **Cushenbery, L.**, & Friedrich, T. M. (2012). Hiring an innovative workforce: A necessary yet uniquely challenging endeavor. *Human Resource Management Review*, 22(4), 303-322. [DOI: 10.1016/j.hrmr.2012.01.001](https://doi.org/10.1016/j.hrmr.2012.01.001)
- Hunter, S. T., **Cushenbery, L.**, Fairchild, J. L., & Boatman, J. (2012). Partnerships in leading for innovation: A dyadic model of collective leadership. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(4), 424-428. [DOI: 10.1111/j.1754-9434.2012.01474.x](https://doi.org/10.1111/j.1754-9434.2012.01474.x)
- Hunter, S. T., & **Cushenbery, L.** (2011). Leading for innovation: Direct and indirect influences. *Advances in Developing Human Resources*, 13(3), 248-263. [DOI: 10.1177/1523422311424263](https://doi.org/10.1177/1523422311424263)
- Hunter, S. T., **Cushenbery, L.**, Thoroughgood, C. N., Johnson, J. E., & Ligon, G. S (2011). First and ten leadership: A historiometric investigation of the CIP leadership model. *The Leadership Quarterly*, 22, 70-91. [DOI: 10.1016/j.leaqua.2010.12.008](https://doi.org/10.1016/j.leaqua.2010.12.008)
- Cushenbery, L.**, & Lovelace, J. (2011). Industrial-Organizational Psychology's contribution to the fight against terrorism. *The Industrial-Organizational Psychologist*, 49, 55-59. [Link.](#)
- Cushenbery, L.** (2011). Managing an undergraduate research lab. *The Industrial-Organizational Psychologist*, 48, 118-121. [Link.](#)

GRANTS

Under review: Co-PI: CHS; Reducing Fixation in Engineering Innovation; A Novel Computer Human System With Adaptive, Designer-Specific Feedback. National Science Foundation SI2-SSI, \$400,000.

Under review: Co-PI: Ties that Bind: Malevolent Creativity and Innovation in Terrorist Decentralized Domestic Networks. Center for Research and Evidence on Security Threats, \$200,000.

BOOK CHAPTERS

Cushenbery, L., Thomas, J., & Norova, S. (in press). Terrorism: Implications for Organizations. In Steven G. Rogelberg (Ed.) *Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.

Fairchild, J. A., **Cushenbery, L.**, Hunter, S. T. (in press). Tools for the Process: Technology to Support Creativity and Innovation. In D. Harrison (Ed.) *Handbook of Research on Digital Media and Creative Technologies* (pp.). Hershey, PA: IGI Global Books.

Hunter, S. T., **Cushenbery, L.**, Ginther, N., & Fairchild, J. A. (2013). Leadership, innovation, and technology: The evolution of the creative process. In S. Hemlin (Ed.) *Creativity and Leadership in Science Technology and Innovation* (pp. 81-110). New York: Routledge.

Jacobs, R. R., **Cushenbery, L.**, & Grabarek, P. E. (2011). Assessments for selection and promotion of police officers. In J. Kitaeff, (Ed.) *Handbook of Police Psychology* (pp. 193-210). New York: Routledge.

Fairchild, J. A., Cassidy, S., **Cushenbery, L.**, & Hunter, S. T. (2011). The impact of technology on process-models of creativity. In A. Mesquita (Ed.) *Technology for Creativity and Innovation: Tools, Techniques, and Applications* (pp. 26-51). Hershey, PA: IGI Global Books.

Hunter, S. T., Tate, B. W., Dzieweczynski, J., & **Cushenbery, L.** (2010). A multilevel consideration of leader errors. In B. Schyns and T. Hasboro (Eds.) *When leadership goes wrong: Destructive leadership, mistakes and ethical failures* (pp. 405-443). Charlotte, NC: Information Age Publishing.

CONFERENCE PRESENTATIONS

Sotak, K. & **Cushenbery, L.** (under review, 2016). Understanding the influence of distance on leader selection using construal level theory. Paper to be presented at the Academy of Management Conference, Anaheim.

Eubanks, D. & **Cushenbery, L.** (under review, 2016). Imperfect Leadership: The Impact on Follower Creativity. Paper to be presented at the Academy of Management Conference, Anaheim.

Cushenbery, L. (May, 2016). What You Need to Know about Simulations in Industry and Research. Panelist for symposium to be presented at the 31st annual Society for Industrial-Organizational Psychology Conference, Anaheim.

Cushenbery, L. (May, 2015). Opportunities and Challenges for Industrial-Organizational Psychology at Predominantly Undergraduate-Focused and Other Small- and Medium-Sized Educational Institutions. Invited panel presented at the Association for Psychological Science conference, New York City.

Cushenbery, L. (April, 2015). Co-Chair and presenter, Doctoral Consortium. Junior Faculty Realistic Job Preview: Early Career Issues. Invited panel presented at the 30th annual Society for Industrial-Organizational Psychology Conference, Philadelphia.

Cushenbery, L., Lovelace, J., & Hunter, S. T. (April, 2015). Are jerks more original? Disagreeableness and creative idea expression. Symposium presented at the 30th annual Society for Industrial-Organizational Psychology Conference, Philadelphia.

Cushenbery, L., & Salter, N. (April, 2015). Personal branding for academics. Symposium presented at the 30th annual Society for Industrial-Organizational Psychology Conference, Philadelphia.

Cushenbery, L., Hetrick, A., Fairchild, J. L., & Hunter, S. T. (August, 2014). Recovery from public and private mistakes: Apology reduces leader avoidance of followers. Paper presented at the Academy of Management Conference, Philadelphia.

Hetrick, A., **Cushenbery, L.**, Fairchild, J. L., & Hunter, S. T. (August, 2014). Being right or being sorry: Leader responses to task and relationship mistakes. Paper presented at the Academy of Management Conference, Philadelphia.

Humphrey, S. E., Aime, F., **Cushenbery, L.**, Fairchild, J., & Hill (August, 2014). Team conflict dynamics: A multi-level longitudinal view of conflict for team performance. Paper presented at the Academy of Management Conference, Philadelphia.

Eubanks, D. L., **Cushenbery, L.**, Hunter, S. T., & Serban, A. (June, 2014) Perceptions of Errors and Contextual Considerations: Investigating Moderating Variables. Paper presented at the Institute of Work Psychology International Conference, Sheffield, UK.

Cushenbery, L., Hetrick, A., Naude, M., Stelman, S., Parker, M., Slezak, T., & Hunter, S. T. (May, 2014). Narcissistic leaders' reactions to failure: Avoiding a resolution with followers. Symposium presented at the 29th annual Society for Industrial-Organizational Psychology Conference, Honolulu.

Cushenbery, L., & Hunter, S. T. (May, 2014). Undergraduates can play a crucial role in research projects at academic institutions. Symposium presented at the 29th annual Society for Industrial-Organizational Psychology Conference, Honolulu.

Cooperstien, J., **Cushenbery, L.**, Fairchild, J. L., Hetrick, A., & Hunter, S. T. (May, 2014). Enhancing Team Creativity through Psychological Safety and P.A.S.S. Poster presented at the 29th annual Society for Industrial-Organizational Psychology Conference, Honolulu.

Eubanks, D. L., **Cushenbery, L.**, Hunter, S. T., & Serban, A. (May, 2014). Context of Error: A Situation Bound for Disaster. Symposium presented at the 29th annual Society for Industrial-Organizational Psychology Conference, Honolulu.

Hunter, S. T., & **Cushenbery, L.** (May, 2014). Leading By Example: Promoting Innovation with Error Management. Symposium presented at the 29th annual Society for Industrial-Organizational Psychology Conference, Honolulu.

Weiss, L., Briscoe, E., Wright, W. Kline, K., Horgan, J., **Cushenbery, L.** & Hilland, C. (2013). A Model Docking System for Understanding Radicalization. Proceedings of the IEEE Intelligence and Security Informatics Conference, Seattle, Washington.

Cushenbery, L., Hilland, C., & Horgan, J. (2013, May). Mapping the psychology of terrorist group membership: A multi-level analysis of case studies. Poster presented at the 25th annual meeting of the Association for Psychological Science, Washington D.C.

Cushenbery, L., & Hunter, S. T. (2013, April). Apologies Are Risky: Follower Perceptions Of Leader Recovery From Mistakes. Poster presented at the 28th annual Society for Industrial-Organizational Psychology Conference, Houston, TX.

Hetrick, A., **Cushenbery, L.**, Fairchild, J., & Hunter, S. (2013, April). Gender and Leader Recovery from Task and Relationship-Oriented Mistakes. Poster presented at the 28th annual Society for Industrial-Organizational Psychology Conference, Houston, TX.

- Fairchild, J., **Cushenbery, L.**, Maneotis, S., Drescher, A., & Hunter, S. T. (2013, April). Individual-Level Personality Traits as Predictors of Team Conflict: Timing Matters. Symposium presented at the 28th annual Society for Industrial-Organizational Psychology Conference, Houston, TX.
- Hunter, S. T., Fairchild, J., & **Cushenbery, L.** (2013, April). Leadership on the Gridiron: A Tale of Two Studies. Symposium presented at the 28th annual Society for Industrial-Organizational Psychology Conference, Houston, TX.
- Fairchild, J., **Cushenbery, L.**, Maneotis, S., Drescher, A., & Hunter, S. T. (2013, April). Evaluating an Intervention for Team Creative Performance. Symposium presented at the 28th annual Society for Industrial-Organizational Psychology Conference, Houston, TX.
- Humphrey, S. E., Aime, F., **Cushenbery, L.**, & Fairchild, J. (2012, August). Teams as dyads: A model for conceptualizing and studying teamwork. Paper presented at the Academy of Management Conference, Boston.
- Cushenbery, L.**, & Fairchild, J. L., & Hunter, S. T. (2011, August). Psychological safety, creativity, and agreeableness: Creative performers don't always have to be jerks. Symposium presented at the Academy of Management Conference, San Antonio, TX.
- Cassidy, S. E., **Cushenbery, L.**, & Hunter, S. T. (2010, August). Preliminary evidence in support of the multi-level factor structure of Hunter et al.'s (2005) general taxonomy of creative climate. Poster presented at the American Psychological Association Annual Conference, San Diego, CA.
- Cushenbery, L.**, Fairchild, J., & Hunter, S. T. (2010, April). Creative climate in virtual environments. Poster presented at the 25th annual Society for Industrial/Organizational Psychology Conference, Atlanta.
- Cushenbery, L.**, Thoroughgood, C., & Hunter, S. T. (2009, April). Impact of leader error on subordinate trust: An experimental investigation. Poster presented at the 24th annual Society for Industrial/Organizational Psychology Conference, New Orleans.
- Hunter, S. T., **Cushenbery, L.**, & Thoroughgood, C. (2009, April). The paradoxes of leading for innovation. Symposium presented at the 24th annual Society for Industrial/Organizational Psychology Conference, New Orleans.
- Hunter, S. T., Thoroughgood, C., & **Cushenbery, L.** (2009, April). Multilevel leadership: Emerging questions. Symposium presented at the 24th annual Society for Industrial/Organizational Psychology Conference, New Orleans.
- Cushenbery, L.**, Vander Holt, A., & Dasborough, M. (2007, April). The effects of minority/majority status on group identification, climate, and team member exchange. Poster presented at the Society for Personality and Social Psychology Conference, Memphis.
- Vander Holt, A., **Cushenbery, L.**, & Dasborough, M. (2006, July). Leader-member exchange differentiation – emotional and organizational outcomes. Symposium presented at the National Science Foundation Research Experience for Undergraduates Symposium, Stillwater.

Cushenbery, L., & Levine, R. (2006, April). Predictors of post-college success and well-being. Poster presented at the Western Psychological Association Conference, Palm Springs.

Coleman, M., **Cushenbery, L.**, Manzo, A., Kelly, K., Powers, C., & Oswald, K. (2006, April). Face composite recognition: enhancing performance with an extended delay. Poster presented at the Western Psychological Association Conference, Palm Springs.

Cushenbery, L., Oswald, K., & Price, P. (2004, April). Limits on the dud-alternative effect in multiple-choice testing. Poster presented at the 25th Annual Central California Research Symposium, Fresno.

TEACHING EXPERIENCE

Instructor, Stony Brook University

Organizational Behavior: 30 MBA students (2016-present)

Teams, Leadership, and Communications: 40 MBA students (2013-present)

Organizational Behavior, SUNY Korea program in Seoul, South Korea: 25 MBA students (2014, 2015)

Capstone Course, SUNY Korea program in Seoul, South Korea: 25 MBA students (2014, 2015)

Instructor, Penn State University

Leadership in Work online course: 30 undergraduate students (2011)

Leadership in Work: 60 undergraduate students (2011)

Undergraduate honors theses supervised:

Halley O'Connor, Stony Brook University (2015-present) – honors thesis in progress

Stacy Ebby, Stony Brook University (2015-present) – honors thesis in progress

Justin Thomas, Stony Brook University (2014-present) – applying to PhD programs

Serafima Norova, Stony Brook University (2014-present) – applying to PhD programs

Andrea Hetrick, Penn State University (2011-2013) – now PhD student at University of Georgia

Jessie Cooperstien, Penn State University (2011-2013) – now PhD student at DePaul University

Christin Tripi, Penn State University (2010-2012) – now in medical school

Mona Shah, Penn State University (2008-2010) – now Senior Talent Deployment Advisor at Deloitte

Jenna Shapiro, Penn State University (2008-2010) – just completed PhD at UConn

WORK EXPERIENCE

Consultant, developed a selection system for Del Monte Foods' Pet Snacks division (5/13-present)

Assessment Center Assistant, Capital Markets Sales Leadership Academy at PNC Bank (11/11)

Test Monitor for State Police Written and Oral Boards, EB Jacobs Consulting (10/10, 12/10, 3/11)

Assessor, PNC Leadership Assessment Center (3/10 – present, twice per semester)

Lead Consultant, Penn State University Police Selection System Project (8/09 – 5/10)

Participant, Procter & Gamble I/O Graduate Developmental Seminar (9/09)

Lead Consultant, Pennsylvania State Education Association Selection System Project (8/07 – 5/09)

Consultant, Aerosoles Shoes Selection Project (1/07 – 5/09)

Recruiting Specialist, Mosaic (5/08 – 8/08)

Intern, Sierra HR Partners (12/06 – 5/07)

Intern, Community Medical Centers Communications Department (8/05 – 1/06)

REVIEWING

Ad hoc reviewer:

- *Human Performance*
- *Journal of Organizational Behavior*
- *Journal of Occupational and Organizational Psychology*
- *Psychology of Aesthetics, Creativity, and the Arts*
- *Human Resource Management Journal*
- *Society for Industrial Organizational Psychology annual conference*
- *Academy of Management annual conference*

SERVICE

Chair, Society for Industrial-Organizational Psychology Doctoral Consortium, 2014-present

Member, College of Business PhD Program Development Committee, 2014-present

Chair, Assessment Taskforce team for reviewing learning outcomes in MBA program, 2015-present

University Honors College Committee Member, 2015-present

SIOP Teaching Award Committee Member, 2015

Management Area Search Committee Member, 2013-2014

College of Business Undergraduate Admissions Committee Member, 2013-2014

College of Business Fast Track MBA Interview Committee Member, 2013-2014

INVITED TALKS

Invited research talk, Ramapo College, New Jersey, 2015

Gold Coast Bank Annual Executive Board Meeting, Southampton, New York 2015

Dean's Advisory Board Meeting speaker on leadership and innovation, Stony Brook, New York, 2015

ICEDR Global Innovations Summit speaker in Amsterdam, Holland, 2015

TEDxSBU speaker in Stony Brook, New York, 2015

Moderator, Women in Business Panel Discussion in Stony Brook, New York, 2015

Invited research talk, SUNY Binghamton OB Program, in Binghamton, New York, 2015

Invited research talk, University of Georgia IO Program, in Athens, Georgia, 2015

Invited research talk, University of Connecticut IO and OB Program, in Storrs, Connecticut, 2015

Invited research talk, Stony Brook's School of Health Technology and Management, 2015

Executive Education, Conflict Management, in Stony Brook, New York, 2014

Invited research talk, United States Military Academy at West Point, in West Point, New York, 2014

PROFESSIONAL AFFILIATIONS

Academy of Management

Society for Industrial-Organizational Psychology
American Psychological Association (Division 10 and 14)
InGroup Interdisciplinary Network for Group Research