

Jeffrey B. Lovelace

Assistant Professor of Commerce

International Research Fellow - Oxford University Centre for Corporate Reputation

Director of the Leadership Minor - McIntire School of Commerce

McIntire School of Commerce, University of Virginia

Rouss & Robertson Halls, East Lawn - Charlottesville, VA 22904-4173

Office: (434) 924-5332 – Fax: (434) 924-7074

Email: lovelace@virginia.edu

EDUCATION

08/2014-05/2017	Ph.D.	The Pennsylvania State University, University Park Degree: Industrial-Organizational Psychology Graduate Minor: Business Administration
08/2009-05/2011	M.S.	The Pennsylvania State University, University Park Degree: Industrial Organizational Psychology
06/1998-06/2002	B.S.	United States Military Academy (USMA), West Point, NY, Major: American Politics

ACADEMIC APPOINTMENTS

08/2017-present	University of Virginia - McIntire School of Commerce	Assistant Professor
01/2013-07/2014	United States Military Academy at West Point	Assistant Professor
06/2011-12/2012	United States Military Academy at West Point	Instructor

RESEARCH CONTRIBUTIONS

REFEREED JOURNAL ARTICLES

Steele, L. M., & Lovelace, J. B. (in-press). Organizational underdog narratives: The cultivation and consequences of a collective underdog identity. *Academy of Management Review*.

- Media– [AOM Insights](#)

Lovelace, J. B., Bundy, J., Pollock, T. G. & Hambrick, D. C., (2022). The push and pull of attaining CEO celebrity: A media routines perspective. *Academy of Management Journal*, 65(4), 1169-1191.

- Media– [LSE Blog](#), [AOM Insights](#)

Neely, B., Lovelace, J. B., Cowen, A., & Hiller, N. (2020). Meta-critiques of upper echelons theory: Verdicts and recommendations for future research. *Journal of Management*, 46(6), 1029-1062.

Lovelace, J. B., Neely, B. H., Allen, J., & Hunter, S. T. (2019). Charismatic, ideological, & pragmatic (CIP) leadership: A critical review and agenda for future research. *The Leadership Quarterly*, 30(1), 96-110.

Lovelace, J. B., Bundy, J., Hambrick, D. C., & Pollock, T. G. (2018). The shackles of CEO celebrity: Sociocognitive and behavioral role constraints on “star” leaders. *Academy of Management Review*, 43(3), 419-444.

- Media– [AOM Insights](#), [AOM Insights Interview](#), [ASU Now](#), [UTK News](#)

Hambrick, D. C. & Lovelace, J. B. (2018). The role of executive symbolism in advancing new strategic themes in organizations: A social influence perspective. *Academy of Management Review*, 43(1), 110-131.

Olivola, C. Y., Eubanks, D. L., & Lovelace, J. B. (2014). The many (distinctive) faces of leadership: Inferring leadership domain from facial appearance. *The Leadership Quarterly*, 25 (5), 817-834.

- Media– [The Financial Times](#), [APS News](#)

Lovelace, J. B., & Hunter, S. T. (2013). Charismatic, ideological, and pragmatic leader's influence on subordinate creative performance along the creative process. *Creativity Research Journal*, 25(1), 59-74.

Gill, P., Horgan, J., & Lovelace, J. (2011). Improvised explosive device: The problem of definition. *Studies in Conflict & Terrorism*, 34(9), 732-748.

INVITED ARTICLES

Cushenbery, L., & Lovelace, J. B. (2011). Industrial-Organizational Psychology's contribution to the fight against terrorism. *The Industrial-Organizational Psychologist*, 49, 55-59.

BOOK CONTRIBUTIONS

Hunter, S. T., & Lovelace, J. B. (2022). *There is more than one way to lead: The CIP theory of Leadership*. New York, NY: Cambridge University Press.

Hunter, S. T., & Lovelace, J. B. (Eds.). (2020). *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success*. New York, NY: Routledge.

Allen, J., Lovelace, J. B., Hunter, S. T., & Neely, B. H. (2020). History and overview of the CIP theory. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 22-47). New York, NY: Routledge.

Hunter, S. T., & Lovelace, J. B. (2020). Conclusions: What we love now and where the CIP theory can still take us. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 284-292). New York, NY: Routledge.

Hunter, S. T., & Lovelace, J. B. (2020). Revisiting and extending the CIP theory of leadership. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 254-283). New York, NY: Routledge.

Lovelace, J. B., Hunter, S. T., & Neely, B. H. (2020). Quantifying CIP leadership styles: The development of a new measure. In S. T. Hunter & J. B. Lovelace (Eds.), *Multiple pathways to success: Extending the charismatic, pragmatic, and ideological approach to leadership* (pp. 78-115). New York, NY: Routledge.

McKay, A. S., Lovelace, J. B., & Howard, M. C. (2018). The heart of innovation: Antecedents and consequences of creative self-efficacy in organizations. In R. Reiter-Palmon & J. C. Kaufman (Eds.), *Individual creativity in organizations* (223-244). San Diego, CA: Academic Press.

Lovelace, J. B., Neely, B. H., Jayne, B. S., & Hunter, S. T. (2017). All roads lead to Rome: Navigating the creative process using the CIP model of leadership. In M. Mumford & S. Hemlin (eds.), *Handbook of Research on Leadership and Creativity* (316-319). Northampton, MA: Edward Elgar Publishing.

Lindsay, D., Watola, D., & **Lovelace, J. B.** (2016). Negative leadership in the military context: Implications for leader development. In D. Watola (ed.), *Leader Development: International Perspectives (15-42)*. Winnipeg, Canada: Canadian Defence Academy Press.

Hunter, S. T., Gutworth, M., & **Lovelace, J. B.** (2016). Originality. In S. G. Rogelberg (Ed.) *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.).

Kolditz, T. A. & **Lovelace, J. B.** (2015). Interdisciplinary insights into personal security: An integration. In P. J. Carroll, R. M. Arkin, & A. L. Wichman (eds.), *The Handbook of Personal Security* (365-374). New York, NY: Taylor & Francis.

CONFERENCE PRESENTATIONS

Lovelace, J. B., Graf-Vlachy, L., Zhang, S., & Jahanshahi, A. A. (2022, September). Top management team basic values, behavioral integration, and firm strategic flexibility. Paper to be presented at the 42nd Strategic Management Society Annual Conference, London.

Oliver, A., & **Lovelace, J. B.** (2022, September). Firm-level mental health: An intangible socio-psychological asset for firms. Paper to be presented at the 42nd Strategic Management Society Annual Conference, London.

Oliver, A., & **Lovelace, J. B.** (2022, August). Firm-level mental health: An intangible socio-psychological asset for firms. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation.

Ghasemaghaei, M., Neville, F., & **Lovelace, J. B.** (2021, September). CEO Substance, style, and getting middle manager buy-in to big data. Paper presented at the 41st Strategic Management Society Annual Conference, Toronto - Virtual Conference.

Steele, L. M., & **Lovelace, J. B.** (Co-Chairs) (2021, August). Challenges and triumphs in overcoming adversity: Taking stock and looking forward. Panel symposium presented at the 81st Academy of Management Annual Meeting, Virtual Conference.

Lovelace, J. B., Medeiros, K., & Griffith, J. (2021, April). Intrapersonal Identity Incongruence: Unpacking the Blackbox of Women's Leadership Development. Paper presented at the 36th Annual Society for Industrial/Organizational Psychology Conference, New Orleans – Virtual Conference.

Walters, K. N., Hunter, S. T., & **Lovelace, J. B.** (Co-Chairs) (2021, April). What's New with the CIP Model of Leadership? Novel Advancements and Applications. Panel symposium presented at the 36th Annual Society for Industrial/Organizational Psychology Conference, Virtual Conference.

Zavyalova, A. & **Lovelace, J. B.,** (Co-Chairs) (2020, August). Reputation, Status, Legitimacy, and Celebrity: Research challenges and opportunities. Panel symposium presented at the 80th

Academy of Management Annual Meeting, Virtual Conference.

***Finalist for Best Symposium in the MOC Division**

Lovelace, J. B., Bundy, J., Pollock, T. & Hambrick, D. C. (2019, August). The push and pull of attaining CEO celebrity. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation.

Dwivedi, P. **Lovelace, J. B.,** & Gee, I. (Co-Chairs) (2019, August). What's in the black box? A dialogue between micro and macro scholars of the psychological processes of organizational leaders. Panel symposium presented at the 79th Academy of Management Annual Meeting, Boston.

Lovelace, J. B. (2019, March). The social CEO: Conceptualizing CEOs' use of social media. Paper presented at SMS Special Conference, Las Vegas.

Lovelace, J. B., Bundy, J., & Pollock, T. (2019, March). The push and pull of obtaining CEO celebrity. Paper presented at SMS Special Conference, Las Vegas.

Lovelace, J. B., Bundy, J., Pollock, T. G. & Hambrick, D. C., (2018, September). The push and pull of obtaining CEO celebrity. Paper presented at the 38th Annual Conference for the Strategic Management Society, Paris.

***Best Paper Strategic Leadership and Governance Interest Group, Nominated for SMS Conference Best Paper.**

Lovelace, J. B. (Panelist) (2018, August). Celebrity in strategic management and organizational studies. Panel symposium presented at the 78th Academy of Management Annual Meeting, Chicago.

Neely, B. H., **Lovelace, J. B.,** Kundro, T., England, S. & Hunter, S. T. (2018, April). Playing experience and NFL head coaching success: An action learning perspective. Paper poster presented at the 33rd Annual Society for Industrial/Organizational Psychology Conference, Chicago.

Dwivedi, P. **Lovelace, J. B.,** & Zyung, J. D. (Co-Chairs) (2017, August). Micro-processes in the Upper Echelons: A dialogue between Micro-Scholars and Macro-Scholars. Professional Development Workshop at the 77th Academy of Management Annual Meeting, Atlanta.

Lovelace, J. B., Neely, B. H., & Hunter, S. T. (Co-Chairs) (2017, April). Expanding the conceptual foundation of the CIP model of leadership. Paper presented at the 32nd Annual Society for Industrial/Organizational Psychology Conference, Orlando.

Lovelace, J. B. & Jayne, B. (Co-Chairs) (2017, April). Meeting the challenges of leadership development across contexts. Panel symposium presented at the 32nd Annual Society for Industrial/Organizational Psychology Conference, Orlando.

Lovelace, J. B., Bundy, J., Hambrick, D. C., & Pollock, T.G. (2016, August). The types that bind: How star CEOs' socio-cognitive and behavioral constraints affect firm performance. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation.

- Lovelace, J. B.** (2016, August). The role of executive symbolism in facilitating member reactions to new strategic themes. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim.
- Lovelace, J. B.,** Bundy, J., & Hambrick, D. C. (2016, August). The shackles of CEO celebrity: A type-based theory. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim.
- Lovelace, J. B.** (panelist) (2016, April). Pro-bon-I/O: Putting I/O psychology to work for non-profits. Alternative session presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim.
- Lovelace, J. B.,** Neely, B. H., & Hunter, S. T. (2016, April). Advancing the CIP model of leadership: A scale development effort. Paper poster presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim.
- Neely, B. H., **Lovelace, J. B.,** & Hunter, S. T. (2016, April). Creative climate measurement: A multilevel scaling approach. Paper poster presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim.
- Cushenbery, L., **Lovelace, J. B.,** & Hunter, S. T. (2015, April). Are jerks more original? Disagreeableness and creative idea expression. Paper presented at the 28th Annual Society for Industrial/Organizational Psychology Conference, Philadelphia.
- Lovelace, J. B.** (Chair) (2013, April). Destructive leadership: A holistic view for minimizing its toxic influence. Panel symposium presentation at the 26th Annual Society for Industrial/Organizational Psychology Conference, Houston.
- Lovelace, J. B.,** Hetrick, A. L., Medeiros, K., & Hunter, S. T. (2012, April). Leaders influencing creative performance throughout the creative process. Paper poster presented at the 25th Annual Society for Industrial/Organizational Psychology Conference, San Diego.

INVITED PRESENTATIONS

- Lovelace, J. B.** (2021, October). An underdog example of theory writing. Invited presentation at Virginia Commonwealth University School of Business, Virtual.
- Lovelace, J. B.** (2020, December). A practical discussion on theory writing & managing the review process. Invited presentation and facilitation of paper development workshop at University of Passau School of Business, Economics, and Information Systems, Virtual.
- Lovelace, J. B.** (2018, April). The myth of the yellow brick road: The many avenues of effective leadership. Invited presentation at Florida International University College of Business, Miami, FL.

REVIEWER EXPERIENCE

Ad Hoc Journal Reviewer

- 2021-present: Ad hoc Reviewer, *Organization Science*
- 2021-present: Ad hoc Reviewer, *Academy of Management Review*
- 2020-present: Ad hoc Reviewer, *Journal of Management Studies*
- 2020: Ad hoc Reviewer, *American Psychologist*

2019-present: Ad hoc Reviewer, *Academy of Management Journal*
 2019-present: Ad hoc Reviewer, *Journal of Management*
 2018-present: Ad hoc Reviewer, *Strategic Management Journal*
 2013: Ad hoc Reviewer, *Journal of Leadership and Organizational Studies*

Conference Reviewer

2021-present: Strategic Management Society Annual Conference
 2018: Strategic Management Society Special Conference on Strategic Leadership
 2016-present: Society for Industrial and Organizational Psychology Annual Conference
 2016-present: Academy of Management Annual Meeting

TEACHING EXPERIENCE

University of Virginia – McIntire School of Commerce

8/2021-present: Organizational Behavior (M.S. Management & Information Technology)
 1/2020-present: Leadership Across the Disciplines
 1/2018-present: Strategic Leadership
 8/2018-12/2018: Strategic Leadership (M.S. Global Commerce)
 8/2017-12/2017: Cross-Cultural Management & Communications (M.S. Global Commerce)

The Pennsylvania State University

1/2017-5/2017: Research Methods Lab
 5/2016-6/2016: Introduction to Psychology

United States Military Academy at West Point

8/2011-5/2014: Leadership
 1/2013-5/2014: Social Psychology

TEACHING CERTIFICATIONS

1/2018: Course Design Institute - University of Virginia Center for Teaching Excellence.
 5/2013: Master Teacher Certification - United States Military Academy Center for Faculty Excellence.

RECOGNITIONS AND AWARDS

2022: Recipient of the Network of Leadership Scholars Rising Star Award
 2021: Student Veterans of America Chapter Advisor of the Year Finalist
 2020: Named International Research Fellow for the Oxford Centre for Corporate Reputation
 2020: Finalist for Best Symposium in the MOC Division at AOM Annual Conference
 2018: Best Paper Strategic Leadership and Governance Interest Group, Nominated for SMS
 Conference Best Paper at SMS Annual Conference

APPLIED EXPERIENCE

United States Army Officer (6/2002-8/2014)

- Service in the U.S. Army includes two combat deployments to Iraq from 08/2003 to 03/2004 and from 01/2007 to 03/2008.
- Served in multiple leadership positions with increasing levels of responsibility throughout military career, achieving the rank of Major.

- Held leadership positions including Company Commander, Battalion Intelligence Officer, Battalion Administrative Officer, Company Executive Officer, and Platoon Leader.
- Led multiple organizations, facilitated cross-functional operations, supplied products to meet inter-organizational needs, created in-depth training plans, and managed organizational administrative requirements.

ORGANIZATIONAL MEMBERSHIPS

2018-present	Strategic Management Society	Academic
2015-present	Academy of Management	Academic
2010-present	Society for Industrial & Organizational Psychology	Associate
2003-present	Association of the United States Army	Life Member
2003-present	82 nd Airborne Division Association	Life Member