

## DANIELLE V. TUSSING

State University of New York – University at Buffalo  
School of Management  
Department of Organization and Human Resources  
Jacobs Management Center  
Buffalo, NY 14068

### ACADEMIC POSITIONS

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**School of Management, SUNY at Buffalo**  
Assistant Professor of Management

2020-present

**Mendoza College of Business, University of Notre Dame**  
Assistant Professor of Management

2018-2020

### EDUCATION

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**The Wharton School, University of Pennsylvania**

Ph.D. in Management, Concentration: Organizational Behavior, May 2018

- Dissertation: Hesitant at the helm: The effectiveness-emergence paradox of reluctance to lead
- Committee: Adam Grant (chair), Nancy Rothbard, and Andrew Carton

**Davidson College**

B.S. in Psychology with Honors, May 2009

Phi Beta Kappa

### RESEARCH INTERESTS

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Leadership, work motivation, interpersonal relationships, work-life boundary management

My research investigates the sources, benefits, and costs of reluctance to lead. I also examine the intersection of workplace motivation and interpersonal relationships. I focus on how relationships, both with colleagues and individuals outside of work, serve to enhance or hinder employees' engagement, commitment, and performance.

### JOURNAL PUBLICATIONS

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**Tussing, D. V.**, Wihler, A., Astandu, T. V., & Menges, J. I. In Press. Should I stay or should I go? The role of individual strivings in shaping the relationship between envy and avoidance behaviors at work. *Journal of Organizational Behavior*.

Menges, J. I., **Tussing, D. V.**, Wihler, A., & Grant, A. M. 2017. When job performance is all relative: How family motivation energizes effort and compensates for intrinsic motivation. *Academy of Management Journal*, 60 (2), 695-719.

- Featured in the [Wall Street Journal](#), [Quartz](#), and [Pando](#)

### PAPERS UNDER REVIEW

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**Tussing, D. V.**, Badura, K. L., Grijalva, E., & Carton, A. M.\* Paper on implications of leaders' hesitation to lead for leader emergence and effectiveness (title removed). *1<sup>st</sup> Round R&R at Administrative Science Quarterly*.

Tussing first author. Order of remaining authors TBD.\*

Sharma, P. N., Sturm, R. E., Kirkman, B. L., & Neely, B., & **Tussing, D. V.** Gender backlash against men in the workplace: A literature review and future research agenda. *1<sup>st</sup> Round R&R at Journal of Organizational Behavior, Annual Review and Conceptual Development Issue*

## **WORKING PAPERS AND WORKS IN PROGRESS**

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Coutifaris, C.\*, & **Tussing, D. V.** A field experiment to increase team-level responsibility for employee well-being.  
\*Shared first authorship

Patil, S. & **Tussing, D. V.** Adverse childhood experiences, integrative complexity, and work outcomes.

**Tussing, D. V.** Bianchi, E., & Grant, A.G. Do the “best and brightest” make the best employees? An examination of educational prestige and commitment.

Schinoff, B., Pillemer, J., & **Tussing, D. V.** Theory paper on personal and work relationships.

## **TEACHING EXPERIENCE**

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### **School of Management, University at Buffalo**

- Fall 2021, Organizational Behavior and Administration (Undergraduate required course for all business school students), (three sections; instructor ratings: 4.5/5.0, 4.8/5.0, & 4.8/5.0)
- Spring 2021, Organizational Behavior and Administration (Undergraduate required course for all business school students) (three sections; instructor ratings: 4.8/5.0, 4.8/5.0, & 4.8/5.0)

### **Mendoza College of Business, University of Notre Dame**

- Spring 2020, Principles of Management (Undergraduate required course for all business school students) (three sections; instructor ratings: 5.0/5.0, 5.0/5.0, & 4.8/5.0)
- Spring 2019, Principles of Management (Undergraduate required course for all business school students), (two sections; instructor ratings: 4.8/5.0 & 4.7/5.0)

### **The Wharton School, University of Pennsylvania**

#### **Advising**

- Undergraduate senior thesis advisor in the Joseph Wharton Scholars program, Spring 2015

#### **Recitation Instructor**

- Introduction to Management (Undergraduate), Fall 2014 (two sections; instructor ratings: 3.7/4.0 & 3.6/4.0)

#### **Teaching Assistantships**

- Management 610: Foundations of Teamwork & Leadership (MBA) taught by Sigal Barsade, Nancy Rothbard, Adam Grant, and Samir Nurmohamed
  - Head TA for all sections of course, Fall 2014 & Fall 2015
  - Primary TA for Sigal Barsade, Fall 2013
- Management 238: Organizational Behavior (Undergraduate) taught by Adam Grant, Fall 2013
- Management 691: Negotiations (MBA) taught by Adam Grant, Fall 2012

## **DOCTORAL STUDENT INVOLVEMENT**

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### **School of Management, SUNY at Buffalo**

- Dissertation committee member, Kalan Norris, present
- Committee member on second-year paper, Kalan Norris, Fall 2020

## **CONFERENCE PRESENTATIONS**

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Academy of Management, 2020 (virtual format)

- **Tussing, D. V.** Stuck in a “follower” role. The self-reinforcing nature of reluctance to lead.
  - *Symposium: “The future of employee development”*

Academy of Management, 2019 (Boston, Massachusetts)

- **Tussing, D. V.** A research proposal on why some individuals hesitate to lead, and its implications for leadership behaviors.
  - *PDW Participant: Improving leadership research: Mentoring to develop proposals into high quality publications*
- Presenter
  - *PDW: A stress management workshop for doctoral students*

International Conference of Women and New Leadership, 2017 (IESE Business School, Barcelona, Spain)

- **Tussing, D. V.** Hesitant at the helm: The effectiveness-emergence paradox of reluctance to lead.

Academy of Management, 2016 (Anaheim, California)

- Patil, S., & **Tussing, D. V.** Beyond prosocial motivation: Political ideologies and the paradoxical dynamics of helping beneficiaries.
  - *Paper session: “Seeking and giving help”*

Academy of Management, 2015 (Vancouver, Canada)

- Carton, A. M., **Tussing, D. V.**, & Pillemer, J. The quandary of multiple meanings.
  - *Symposium: “The dark side of motivation: The negative effects of pursuing desired ends”*
- \*Ollier-Malaterre, A., Rothbard, N. P., & **Tussing, D. V.** Letting it all hang out? Consequences of online boundary management for individuals and teams. (\*authors listed alphabetically)
  - *Symposium: “Work/non-work dynamics: Rethinking organizational practices and individual strategies”*
- Potter, J., Barsade, S., & **Tussing, D. V.** Affective interventions for change in organizations: Does talking about feelings of team members bring group members closer together and improve performance?
  - *Symposium: “How emotions shape team functioning: Implications for conformity, compensation and conflict,” presented by coauthor Jaime Potter*

East Coast Doctoral Conference, 2016 (New York University)

- **Tussing, D. V.** Hesitant at the helm: The effectiveness-emergence paradox of reluctance to lead.

East Coast Doctoral Conference, 2015 (Columbia University) & Wharton-INSEAD PhD Consortium, 2015 (University of Pennsylvania)

- **Tussing, D. V.** Do the “best and brightest” make the best employees? An examination of educational prestige and commitment.

Wharton-INSEAD PhD Consortium, 2014 (INSEAD, Fontainebleau, France)

- **Tussing, D. V.** It’s not me, it’s you: How affect influences the efficacy of exit interviews.

Huffington Post “The Third Metric” Conference, 2014 (New York, NY)

- Discussion facilitator

## AWARDS

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- Finalist, The Johnson A. Edosomwan Leadership Institute “Most Promising Research Proposal in Leadership” Award. 2019 Academy of Management PDW organized by the Network of Leadership Scholars.
- Wharton Departmental Nominee, AOM Organizational Behavior Doctoral Consortium, 2016

- Research Grant, Wharton Center for Leadership and Change Management, 2016. Funding for dissertation data collection.
- Research Grant, Wharton Center for Leadership and Change Management, 2014 (with Sigal Barsade and Jaime Potter). Project: “Affective interventions for change in organizations: Does talking about feelings of team members bring group members closer together and improve performance?” [Link to website.](#)

## **SERVICE AND UNIVERSITY CONTRIBUTIONS**

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- Organization and Human Resources Department, Speaker Series Co-Organizer, 2020-present
- Organization and Human Resources Department Brownbag Organizer, 2021-present
- Advisor for undergraduate student in SOM Honors Program Supplemental Course / Flex Credit project, Spring 2021
- Member of 2nd year paper committee
- Ad hoc presenting
  - Parent-to-Parent group at Rich Products
  - 52 Weeks of Leadership
  - LAP
  - M&T Bank Virtual Alumni Reception, presenter
  - WNY Women’s Foundation Leadership Summit

## **PROFESSIONAL ACTIVITIES**

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- Member, Academy of Management
- Ad hoc reviewer for
  - *Administrative Science Quarterly* (2019, 2020)
  - *Academy of Management Journal* (2019, 2020)
  - *Human Relations* (2019)
  - *Organizational Behavior and Human Decision Processes* (2020)
- Reviewer for Academy of Management Annual Meeting
- AOM-OB Awards Committee (2022 AOM Meeting Outstanding Practical Implications for Management Paper Award)
- Attendee, Wharton OB Conference
- Student Contributor, ASQ Blog. [Link to interview.](#)
- Mendoza Behavioral Lab
- Wharton Impact Lab

## **WORK EXPERIENCE & SERVICE**

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- Volunteer (meal services and data collection for annual survey), Broad Street Ministries, 2016-2017
- Volunteer, Big Brothers Big Sisters, 2016
- Associate Consultant, Enlight, Cleveland, OH, 2011-2012
- Volunteer Teacher, Global Vision International, Fiji Islands, July 2011
- Operations Manager, McMaster-Carr Supply Company, Cleveland, OH, 2009-2011