

DANIELLE V. TUSSING

University at Buffalo School of Management
The State University of New York
Department of Organization and Human Resources
Jacobs Management Center
Buffalo, NY 14068
dtussing@buffalo.edu

ACADEMIC POSITIONS

University at Buffalo School of Management, The State University of New York 2020-present*

Assistant Professor of Management

*Tenure clock stoppages granted for 2020-2021 and 2022-2023 academic years

Mendoza College of Business, University of Notre Dame

Assistant Professor of Management

2018-2020*

*Tenure clock stoppages granted for 2018-2019 and 2019-2020 academic years

EDUCATION

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

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

My research investigates the sources, benefits, and costs of reluctance to lead, as well as how different backgrounds influence leader outcomes. 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

Sharma, P. N., Sturm, R. E., *Tussing, D. V., *Neely, B., & Kirkman, B. L. Too womanly or not manly enough? A review of work consequences experienced by counter normative men. *Human Relations*, forthcoming.

*Shared authorship

Patil, S., Srinivas, S., Tussing, D. V., & Rhee, J. 2025. Addressing the flexible use of cognitive flexibility constructs: Toward a multifaceted approach. *Academy of Management Annals*, 19(1), 74-131.

Tussing, D. V., Wihler, A., Astandu, T. V., & Menges, J. I. 2022. 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*, 43(4), 567-583.

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

Tussing, D. V., Badura, K. L., Grant, A. M., Grijalva, E., & Rothbard, N. P. Study of personal orientation toward leadership and its impact on leadership behaviors and outcomes [title removed for blind review]. *1st round R&R at Academy of Management Journal*.

WORKING PAPERS AND WORKS IN PROGRESS

Coutifaris, C., & **Tussing, D. V.**, Ganti, M., & Gray, S. Field experiment on enhance employee well-being.

Patil, S., Srinivas, S., & **Tussing, D. V.*** Adverse childhood experiences / SES, cognitive flexibility, and work outcomes. (*author order alphabetical)

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

Levitt, J., **Tussing, D. V.**, Wolf, E. B.* Field experiment on individual versus team-level affective reflection. (*author order alphabetical)

TEACHING EXPERIENCE

School of Management, University at Buffalo

- Fall 2024, Organizational Behavior and Administration (Undergraduate required course for all business school students; three sections; instructor ratings: 4.9/5.0, 4.8/5.0, & 4.8/5.0)
- Spring 2024, Organizational Behavior and Administration (three sections; instructor ratings: 4.9/5.0, 4.9/5.0, & 4.9/5.0 + Honor’s Credit Advisor)
- Spring 2024, Management Undergraduate Research
- Spring 2023, Organizational Behavior and Administration (two sections; instructor ratings: 5.0/5.0 & 4.9/5.0)
- Spring 2022, Management Undergraduate Research (Instructor/advisor for student enrolled in MGG 498, as part of the SOM Honors Program)
- Fall 2021, Organizational Behavior and Administration (three sections; instructor ratings: 4.5/5.0, 4.8/5.0, & 4.8/5.0)
- Spring 2021, Organizational Behavior and Administration (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

School of Management, SUNY at Buffalo

- Dissertation committee member, Kalan Norris (2023 graduate)
- Committee member on second-year paper, Kalan Norris, Fall 2020

CONFERENCE PRESENTATIONS

Academy of Management, 2024 (Chicago, IL)

- **Tussing, D. V.**, & Patil, S. What sparks the fire in the belly? The role of adverse childhood experiences.

Academy of Management, 2023 (Boston, Massachusetts)

- Coutifaris, C., Tussing, D. V., & Ganti, M. A field experiment to increase team-level responsibility for employee well-being.
 - *Symposium: “Leader and Employee Well-Being: Identifying Strategies and Overcoming Barriers”* (presented by first author)

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

- AOM OB Division, Best Reviewer Award, 2023
- 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

- Faculty advisor, Association of Latino Professionals For America, University at Buffalo, Student Chapter, 2024-present
- Organization and Human Resources Department, Speaker Series Co-Organizer, 2020-present
- Organization and Human Resources Department Brownbag Organizer, 2021-2022
- Advisor for undergraduate student in SOM Honors Program Supplemental Course / Flex Credit project, Spring 2021, Spring 2022
- Ad hoc presenting
 - CLOE 2023 Conference (speaker and session moderator)
 - Parent-to-Parent Group at Rich Products
 - CLOE 52 Weeks of Leadership (2021, 2022)
 - LAP
 - M&T Bank Virtual Alumni Reception, presenter
 - WNY Women’s Foundation Leadership Summit

PROFESSIONAL ACTIVITIES

- Member, Academy of Management
- Editorial Review Board, *Journal of Organizational Behavior* (appointed Jan 1, 2025)

- Ad hoc reviewer for
 - *Administrative Science Quarterly*
 - *Academy of Management Journal*
 - *Human Relations*
 - *Organizational Behavior and Human Decision Processes*
- 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

- 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