

DANIELLE V. TUSSING

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School of Management
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ACADEMIC POSITIONS

School of Management, SUNY at Buffalo 2020-present
Assistant Professor of Management

Mendoza College of Business, University of Notre Dame 2018-2020
Assistant Professor of Management

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

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

Patil, S., Srinivas, S., **Tussing, D. V.**, & Rhee, J. Integrative review paper on cognitive flexibility. *First round R&R, awaiting decision.*

Coutifaris, C., & **Tussing, D. V.**, & Ganti, M. Field experiment on enhance employee well-being. *Submitted, awaiting decision.*

Sharma, P. N., Sturm, R. E., **Tussing, D. V.**, Kirkman, B. L., & Neely, B. Literature review on backlash against men who deviate from norms of masculinity in the workplace. *Submitted, awaiting decision.*

WORKING PAPERS AND WORKS IN PROGRESS

Tussing, D. V., Badura, K. L., Carton, A. M., Grant, A. M., Grijalva, E., & Rothbard, N. P. Hesitant at the helm: The effectiveness-emergence paradox of reluctance to lead.

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

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.

TEACHING EXPERIENCE

School of Management, University at Buffalo

- Spring 2023, Organizational Behavior and Administration (Undergraduate required course for all business school students), (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, 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

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