

Instructor of Psychology The University of Akron, Akron, OH	05/00 – 07/00
Research Consultant Concordia University, Montreal, QC, Canada	02/00 – 04/00
Research Assistant (Social Psychology) McGill University, Montreal, QC, Canada	05/98 – 07/00
Trainer & Consultant Industry Canada, Montreal, QC, Canada	05/97 – 07/00

LANGUAGES

Verbal and written fluency in English and French.

REFEREED PUBLICATIONS

- Naidoo, L. J., Kohari, N. E., Lord, R. G., & Dubois, D. (*in press*). Seeing is retrieving: Recovering emotional content in leadership ratings. *The Leadership Quarterly*.
- Naidoo, L. J. & Lord, R. G. Speech imagery and perceptions of charisma: The mediating role of positive affect (2008). *The Leadership Quarterly*, 19(3), 283-296.
- Lydon, J. E., Fitzsimons, G. M., & Naidoo, L. J. (2003). Devaluation versus enhancement of attractive alternatives: A critical test using the calibration paradigm. *Personality and Social Psychology Bulletin*, 29, 349-359.
- Cartwright, G. F., Tabatabai, D., Beaudoin, M., & Naidoo, L. J. (2000). Self-actualization of youth in a summer camp. *Psychological Reports*, 87, 729-730.

BOOK CHAPTERS

- Naidoo, L. J., Scherbaum, C. A., & Goldstein, H. A. (2008). Examining the relative importance of leader-member exchange on group performance over time. In G. B. Graen and J. A. Graen (Eds.) *Knowledge Driven Corporation: Complex Creative Destruction*. Charlotte, NC: Information Age Publishing.
- Scherbaum, C. A., Naidoo, L. J., & Ferreter, J. M. (2007). Examining component measures of team leader-member exchange (LMX-SLX) using item response theory. In G. B. Graen and J. A. Graen (Eds) *New Multinational Network Sharing*. Charlotte, NC: Information Age Publishing.

Yoder, J. D., & Naidoo, L. J. (2006). Psychological research with military women: At the forefront of societal changes. In A. D. Mangelsdorff (Ed.). *Psychology in the Service of National Security*. Washington, DC: APA Books.

GRANTS

Regulatory Focus in Leader-Follower Communications: Strategies for Motivating Followers. Professional Staff Congress, City University of New York, 2008-2009, PI (\$3000).

Presidential Rhetoric: A Motivational Account of Follower Reactions to Leader Rhetoric Surrounding Terrorism and Education. Professional Staff Congress, City University of New York, 2007-2008, PI (\$4400).

Leaders' Use of Fundamental Motivational Systems: Activation of Approach and Avoidance Motivation in Followers through Cognitive and Emotional Sensemaking Mechanisms. Professional Staff Congress, City University of New York, 2006-2007, PI (\$1,500).

OTHER PUBLICATIONS

Naidoo, L. J. (2005). *Effects of leaders on follower goal striving processes: Cognitive and emotional sensemaking mechanisms* (pp. 1-208). Doctoral Dissertation. The University of Akron, Akron, Ohio.

Naidoo, L. J. (2002). *Emotional architectures and perceptions of charismatic leadership: A dynamic perspective*. Masters Thesis. The University of Akron, Akron, Ohio.

PAPERS UNDER REVIEW & WORKING PAPERS

DeCriscio, A. A., Brandman, H. R., Manipella, A., Ryan, M., Youdim, J., & Naidoo, L. J. (2008). Dispositional goal orientation and approach-avoidance motivation as correlates of burnout. *Under Review*.

Naidoo, L. J. (2008). A motivational framework for leaders' effects on follower performance: How leaders activate followers' approach/avoidance motivational systems. *Working paper*.

Naidoo, L. J., & Lord, R. G. (2008). Leadership during affective events. *Working Paper*.

Naidoo, L. J., Scherbaum, C. A., Goldstein, H. A., & Graen, G. B. (2008). A longitudinal examination of LMX, ability, differentiation and team performance. *Working paper*.

Sterns, A. A., Sterns, H. L., Naidoo, L. J., & Sterns, R. S. (2008). Dealing with dementia: A field quasi experiment of a new therapeutic activity designed for older adults with dementia. *Working Paper*.

REFEREED PRESENTATIONS

Naidoo, L. J., Scherbaum, C. A., Goldstein, H. W., & Graen, G. B. (April, 2009). A longitudinal examination of LMX, ability, differentiation and team performance. *Poster to be presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.

DeCriscio, A., Brandman, H., Manipella, A., Ryan, M., Youdim, J., & Naidoo, L. J. (April, 2008). Goal orientation and approach-avoidance motivational systems as predictors of burnout. *Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.

Reiter-Palmon, R., James, J. J., Bousman, L. A., Kurtessis, J. N., & Naidoo, L. J. (April, 2008). Regulatory focus: Understanding relationships with individual differences and behavior. *Symposium Discussant at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.

Ritter, B. A., Keeping, L. M., Naidoo, L. J., Pogson, C. P. & Tan, J. A. (April, 2007). Practicing what we preach: Teaching active learning techniques actively. *Education Forum presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.

Naidoo, L. J. (August, 2006). A new theory of leaders' effects on follower performance: Cognitive and emotional sensemaking. *Paper presented at the 66th Annual Meeting of the Academy of Management*, Atlanta, GA.

Naidoo, L. J. (May, 2006). Seeing is retrieving: Using visualization to recover emotional content in leadership ratings. *Paper presented at the 18th Annual Meeting of the Association for Psychological Science*, New York, NY.

Naidoo, L. J. (May, 2006). Sensemaking and task performance: The interactive effects of follower personality and leader verbal and nonverbal behavior. *Paper presented at the 21st Annual Society for Industrial and Organizational Psychologists Conference*, Dallas, TX.

Naidoo, L. J. (May, 2006). Effects of leader verbal and nonverbal behavior on follower performance. *Poster presented at the 21st Annual Society for Industrial and Organizational Psychologists Conference*, Dallas, TX.

- Sterns, A., Sterns, R., Sterns, H., Naidoo, L. (February, 2006). Designing maps and schedules for older adults: Universal design strategies. *Paper to be presented at the International Conference on Aging, Disability, and Independence*, St. Petersburg, FL.
- Naidoo, L. J., Walters, N. E., Lord, R. G., & Dubois, D. A. (April 2005). Seeing is retrieving: Recovering emotional content in leadership processes. *Paper presented at the 20th Annual Society for Industrial and Organizational Psychologists Conference*, Los Angeles, CA.
- Naidoo, L. J., & Lord, R. G. (June 2005). Leadership and motivation: The effects of expressed emotions and contextual framing on follower goal striving and perceptions of leadership. *Paper presented at the University of Rotterdam Conference on Emotions in Organizations*, Rotterdam, The Netherlands.
- Naidoo, L. J., (2004). Schedules and maps: Factors that affect the performance of older adults on a bus transit map and schedule navigation task. *Technical report presented to Creative Action LLC.*, Akron, OH.
- Lord, R. G., Hall, R. J, Naidoo, L. J., Selenta, C., & Dubois, D. A. (August 2004). Do identity levels and positive/negative affect dimensions underlie Schwartz's value structure? *Paper presented at the Annual Convention of the American Psychological Association*, Honolulu, HI.
- Naidoo, L. J., & Lord, R. G. (June 2004). Leadership during affective events. *Paper presented at the 2004 Gallup Leadership Institute Summit*, Omaha, NE.
- Naidoo, L. J., & Lord, R. G. (April 2004). Emotions and perceptions of leadership: Cognitive and emotional effects on dynamic ratings of charisma. *Paper presented at the 19th Annual Society For Industrial And Organizational Psychology Conference*, Chicago, IL.
- Naidoo, L. J. & Lord, R. G. (November 2002). Affect in leadership measurement: A new approach to gathering questionnaire data. *Paper presented at the Society for Organizational Behavior*, Atlanta, GA.
- Naidoo, L. J, & Svyantek D. J. (July 2002). Organizational climate variability: A new conceptualization of organizational climate. *Paper presented at the International Conference on Advances in Management*, Boston, MA.
- Chang, D., Moran, E., & Naidoo, L. J. (March 2002). The Wheel of Justice. *Poster presented at the 2002 IO/OB Graduate Student Conference*, Tampa, FL.
- Naidoo, L. J. (March 2001). Emotional architectures and dynamic perceptions of leadership. *Poster presented at the 2001 IO/OB Graduate Student Conference*, State College, PA.

Fitzsimons, G. M., Naidoo, L. J., & Lydon, J. E. (1998). Devaluation versus enhancement of attractive alternatives: a critical test using the calibration paradigm. *Poster presented at the 9th Annual International Conference on Personal Relationships*, Saratoga Springs, NY.

TECHNICAL REPORTS

Naidoo, L. J., (2004). Schedules and maps: Factors that affect the performance of older adults on a bus transit map and schedule navigation task. Report presented to Creative Action, LLC.

TEACHING EXPERIENCE

Undergraduate

Introduction to Psychology

The University of Akron (Fall 2000, Spring 2001)

Social Psychology

Baruch College (Fall & Spring 2005-present) & The University of Akron (Summer 2002, Fall 2002, Spring 2003, Spring 2004)

Psychological Tests & Measures

The University of Akron (Spring, 2005)

Masters

Research Methods

Baruch College (Fall 2005, Spring 2006, Fall 2008, Spring 2009)

International Executive Masters of Science in HR & Global Leadership

Psychometric Methods

Baruch College—Taipei (Aug., 2006, Aug., 2007, Aug., 2008)

Baruch College—Singapore (Mar., 2008, Oct., 2008)

Motivation at Work

Baruch College—Taipei (Mar., 2007)

Doctoral

Organizational Psychology

Baruch College (Fall 2007, Fall 2008)

PROFESSIONAL SERVICE & AFFILIATIONS

- Invited member of the 2009 Academy of Management OB Division's Best Competitive Paper Award Committee
- Invited grant reviewer for the Professional Staff Congress, CUNY
- Ad hoc reviewer for the annual conference of the *Society for Industrial and Organizational Psychologists*
- Ad hoc reviewer for the annual meeting of the *Academy of Management* (Best

Reviewer Award for OB Division, 2008)

- Ad hoc reviewer for *The Leadership Quarterly Journal*
- Ad hoc reviewer for *The Journal of Environmental Psychology*
- Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*
- Member of the Academy of Management Teaching Theme Committee
- Member of the American Psychological Association
- Member of the Society for Industrial Organizational Psychologists
- Member of the Academy of Management
- Member of the Association for Psychological Science
- Member of the Metropolitan New York Association of Applied Psychology
- Member of the Society for Human Resource Management

GRADUATE COURSES COMPLETED

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| <ul style="list-style-type: none"> • Advanced I/O Psychology • Biopsychology • Cognitive Psychology • Computer Applications in Psychological Research • External Funding • Individual Differences • Industrial Organizational Psychology and the Internet • Multivariate Statistics • Organizational Change and Development • Organizational Justice • Organizational Motivation and Leadership | <ul style="list-style-type: none"> • Organizational Psychology • Performance Appraisal • Psychological Tests and Measures • Research Using Quantitative and Computer Methods I • Research Using Quantitative and Computer Methods II • Attitudes and Values in I/O Psychology • Social Cognitive Psychology • Social Psychology • Structural Equation Modeling and Factor Analysis • Training and Personnel Selection |
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REFERENCES

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