

Matthew P. Crayne, Ph. D.

Department of Management
Massry School of Business – University at Albany

EDUCATION

- 2016 **Ph.D. Industrial-Organizational Psychology.** Pennsylvania State University
- 2014 **M.S. Industrial-Organizational Psychology.** Pennsylvania State University
- 2012 **B.A. Psychology.** The University of Connecticut

FACULTY POSITIONS

- 2025 – Present **Chair of Department,** Department of Management, University at Albany
Massry School of Business, State University of New York
- 2024 - Present **Associate Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York
- 2018 – 2024 **Assistant Professor,** Department of Management, University at Albany
Massry School of Business, State University of New York

OTHER PROFESSIONAL APPOINTMENTS

- 2018 - Present **Affiliated Faculty,** Industrial-Organizational Psychology Program,
Department of Psychology, University at Albany.

HONORS AND AWARDS

Chancellor's Horizon Award for Faculty Research and Scholarship, SUNY (2025)
Division for Research Award for Research Excellence. University at Albany. (2024)
Rosenthal '76 and Schiff Undergraduate Teaching Prize. University at Albany. (2021). \$2,000.
School of Business Faculty Service Award. University at Albany (2021). \$2,000.
Bruce V. Moore Graduate Fellowship. Pennsylvania State University (2015).
Mirian Graddick-Weir Research Fellowship. Pennsylvania State University (2013).

PUBLICATIONS

Peer Reviewed Articles

Crayne, M.P. (In Press). Unpacking and extending moral injury: Comments on Nielsen et al.
(2024). *Journal of Business Ethics*.

Shortland, N.D., **Crayne, M.P.**, & Mezzapelle, J.A. (2024). Vicarious trauma in the observation of
extremist atrocities: A rapid evidence assessment. *Trauma, Violence, and Abuse*.

- Crayne, M.P.** & Brawley-Newlin, A. (2024). Driven to succeed, or to leave? The variable impact of self-leadership in rideshare gig work. *The International Journal of Human Resource Management*, 35(1), 98-120.
- Crayne, M.P.** (2023). Finding “work” in grand challenges: Lessons from extremism research and a call to action. *Industrial-Organizational Psychology*, 16(4), 533-536.
- Shortland, N.D., McCusker, M., Alison, L., Blacksmith, N., **Crayne, M.P.**, Thompson, L., Gonzales, J.,... & Stevens, C. (2023). Avoidant authority: The effect of organizational power on decision-making in high-uncertainty situations. *Frontiers in Psychology*, 13:1027108.
- Medeiros, K.E., Griffith, J.A., Shipe, S.D., **Crayne, M.P.**, McIntosh, T., & Campagna, R. (2022). Minding the \$500,000 gap: Accounting for the gender-driven gap in executive severance agreements. *Journal of Business and Psychology*, 37(1), 1065-1077.
- Crayne, M.P.**, & Hunter, S.T. (2022). The moderating influence of error timing on follower perceptions of leader error. *Leadership and Organization Development Journal*, 43(4), 612-622.
- Medeiros, K.E., **Crayne, M.P.**, Griffith, J.A., Hardy, J.H., & Damadzic, A. (2022). Leader sensemaking style in response to crisis: Consequences and insights from the COVID-19 pandemic. *Personality and Individual Differences*, 187, 111406.
- Crayne, M.P.**, & Medeiros, K.E. (2021). Making sense of crisis: Charismatic, Ideological, and Pragmatic leadership in response to COVID-19. *American Psychologist*, 76(3), 462-474.
- Crayne, M.P.** (2020). The traumatic impact of job loss and job search in the aftermath of COVID-19. *Psychological Trauma: Theory, Research, Practice, and Policy*, 12(S1), S180-S182.
- Howard, M.C., & **Crayne, M.P.** (2019). Persistence: Defining the multidimensional construct and creating a measure. *Personality and Individual Differences*, 139(1), 77-89.
- Crayne, M.P.**, & Hunter, S.T. (2018). Historiometry in organizational science: Renewed attention for an established research method. *Organizational Research Methods*, 21(1), 6-29.
- Hunter, S.T., Shortland, N.D., **Crayne, M.P.**, & Ligon, G.S. (2017). Recruitment and selection in violent extremist organizations: Exploring what industrial organizational psychology might contribute. *American Psychologist*, 73(3), 242-254.
- Weaver, K., **Crayne, M.P.**, & Jones, K.S. (2016). I/O at a crossroad: The value of an intersectional research approach. *Industrial-Organizational Psychology*, 9(1), 197-206.

Manuscripts Under Review in Peer Reviewed Journals (titles withheld)

- Crayne, M.P.**, Shortland, N.D., & Griffith, J.A. [Moral injury and work values]. *Journal of Organizational Behavior*.
- Koçak, O., & **Crayne, M.P.** [Leader emotional intelligence dimensionality]. *Personality and Individual Differences*.

Mezzapelle, J.A., **Crayne, M.P.**, & Shortland, N.D. [Identity differences in workplace trauma]. *Journal of Organizational Behavior*.

Mezzapelle, J.A., Alonso, N., & **Crayne, M.P.** [Leader desensitization and workplace trauma]. *Journal of Applied Psychology*.

Logan, M., **Crayne, M.P.**, Doctor, A., & Ligon, G.S. [Leadership tenure and violent extremist lethality]. *Terrorism and Political Violence*.

Book Chapters

Crayne, M.P. (In Production). Historiometric Analysis. In C. McCauley, S. Moskaleno, & G. Ligon (Eds.), *Handbook of Terrorist Psychology*.

Hunter, S.T., Gutworth, M., **Crayne, M.P.**, & Jayne, B.S. (2015). Planning for Innovation: The Critical Role of Agility. In M. Mumford & M. Frese (Eds.), *Planning in Organizations: The Psychology of Performance*. Pp. 146-165.

Published Government Reports

Crayne, M.P., Shortland, N.D., & Mezzapelle, J.L., and National Counterterrorism Innovation, Technology, and Education Center, "Psychological Trauma in Terrorism Research (PT2R). Phase 1 End of Year Report" (2023). *Reports, Projects, and Research*. 58.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/58>

Shortland, N. D., & **Crayne, M.P.** Vicarious Trauma via the Observation of Extremist Atrocities: A Rapid Evidence Assessment" (2023). *Reports, Projects, and Research*. 2.
<https://digitalcommons.unomaha.edu/ncitereportsresearch/2>

AWARDED GRANT FUNDING (Total portfolio \$705,650)

Federal

Role: Principal Investigator

Project: Psychological and Organizational Resilience in K-12 Soft Targets

Source: United States Department of Homeland Security / CISA

Time Period: 01/01/2025 – 07/01/2026

Total Funding: \$391,922

Role: Principal Investigator

Project: Psychological Trauma in Terrorism Research (PT2R): Identifying risk factors and intervention points for work-related psychosocial trauma.

Source: National Counterterrorism Innovation, Technology, and Education Center

Time Period: 07/01/2022 – 06/30/2024

Total Funding: \$302,728

University at Albany

Role: Principal Investigator

Project: Organizational Adoption of Red Teaming

Source: School of Business Research Committee
Time Period: 2021 - Present
Total Funding: \$10,000

Role: Principal Investigator
Project: Various
Source: School of Business Research Committee
Time Period: 2020 - 2021
Total Funding: \$1,000

FUNDING PROPOSALS UNDER REVIEW (Total portfolio ~ \$861,377)

Role: Principal Investigator
Project: Linguistic diversity and pervasive leadership stereotypes
Source: National Science Foundation
Time Period: 08/01/2025 – 07/31/2028
Total Funding: \$595,787

Role: Principal Investigator
Project: Synchronizing values and work expectations in national security careers (SYNC)
Source: National Counterterrorism Innovation, Technology, and Education Center
Time Period: 07/01/2025 – 06/30/2027
Total Funding: \$265,590

PRESENTATIONS AT SCHOLARLY CONFERENCES

Crayne, M.P., Kearns, E., Muibu, D., Becker, M., Shortland, N.D., & Parsons, K. (2024, November). *Workplace Violence, Exposure to Violent Material, and Vicarious Trauma in Security Research*. Symposium presented at the 79th annual meeting of the American Society of Criminology, San Francisco, CA.

Crayne, M.P., Shortland, N.D., & Griffith, J.A. (2024, August). *Moral injury at work: How job-related value violations cause psychosocial harm*. Paper presented at the 84th annual meeting of the Academy of Management, Chicago, IL.

van Egdom, D. (Chair), Williamson Smith, R. (Chair), Arena Jr., D., Bauer, T., **Crayne, M.P.**, Johnson, L.U., & Maupin, C. (2024, March). *Succeeding on the business school job market: An insider's perspective*. Panel discussion presented at the 39th annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.

Crayne, M.P. & Shortland, N.D. (2024, March). Psychological trauma in terrorism research: Identifying work-related risk factors and intervention points. In K.D. Bond (Chair) *Protecting counterterrorism practitioners: An examination of the impact of violence exposure and mitigating factors*. Panel discussion presented at the annual meeting of the International Studies Association, San Francisco, CA.

Mezzapelle, J.L., & **Crayne, M.P.** (2024, February). *‘It’s Everywhere... It’s Unavoidable’: The Role of Gender and Culture in Work-Related Trauma*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Crayne, M.P., Neely, B.H., Matyasovszky, G., & Hunter, S.T. (2023, August). *Leaders in the lab: A meta-analysis of leadership research generalizability and endogeneity risk*. Paper presented at the 83rd annual meeting of the Academy of Management, Boston, MA.*

* Named a “Best Paper” – Organizational Behavior Division

Crayne, M.P., & Koçak, Ö.E. (2022, August). *Unpacking dimensional complexity in the relationship between emotional intelligence and transformational leadership*. In A. Gupta (Chair), *No hard feelings? Leadership, emotions, and emotional capacities*. Symposium conducted at the 82nd annual meeting of the Academy of Management, Seattle, WA.

Matyasovszky, G.A., & **Crayne, M.P.** (2022, April). *Cynical followers: Negative ILTs on the perception of leader errors*. Presented at the 37th annual meeting of the Society for Industrial & Organizational Psychology, Seattle, WA.

Crayne, M.P. & Brawley-Newlin, A. (2021, April). *Driven to succeed or to leave? The variable impact of self-leadership in gig work*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.

Crayne, M. P. (Chair), Dinh, J.V., Baran, B.E., Shuffler, M., & Coppins, T. (2021, April). *Leadership in times of crisis: Discoveries, reflections, and lessons for the future*. Panel discussion presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.

Medeiros, K.E., **Crayne, M.P.,** Griffith, J.A., Hardy, J.H., & Damadzic, A. (2021, April). *Leader sensemaking in response to crisis: Consequences and insights from COVID-19*. Presented at the 36th annual meeting of the Society for Industrial & Organizational Psychology, New Orleans, LA.

Crayne, M.P., & Hunter, S.T. (2019, April). *Mistakes matter: Exploring follower response to leader error characteristics*. Presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.

Medeiros, K. E., Griffith, J. A., **Crayne, M. P.,** & Antonik, C. W. (2019, April). *Hit me with your best plot: Presenting science with impact*. Panel discussion presented at the 34th annual meeting of the Society for Industrial & Organizational Psychology, Washington, District of Columbia.

Crayne, M.P., Neely, B.H., & Hunter, S.T. (2017, April). *Leaders in the Laboratory: A meta-analysis of laboratory efficacy*. Presented at the 32nd annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.

Crayne, M.P., & Jones, K.S. (2016, May). *Interests or Obstacles: The Influence of Social Context and Barrier Perceptions on Occupational Pursuit*. Presented at the 28th annual conference of the Association for Psychological Science, Chicago, IL.

Lovelace, J.B., & **Crayne, M.P.** (2016, April). Performance appraisal at the Centre County Women's Resource Center. In D. Doverspike (Chair), *Pro Bon-I/O: Putting I/O Psychology to Good Work*

for Non-Profits. Symposium conducted at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.

Crayne, M.P., Howard, M.C., & Jacobs, R.R. (2015, June). *Surviving the Game: Examining discriminatory hiring practices in college football*. Presented at the 27th annual conference of the Association for Psychological Science, New York, NY.

Crayne, M.P., & Hunter, S.T. (2015, April). *Pride or Partnership? The relationship between ambition and information sharing*. Presented at the 30th annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

Crayne, M.P., & Howard, M.C. (2014, May). *Bringing together persistence: The creation of a multidimensional measure*. Presented at the 29th annual conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Deckert, P.J., Horgan, J., Jayne, B.S., & **Crayne, M.P.** (2013, January). *Understanding terrorist roles, types and functions: A job analysis of the global jihadi movement*. Presented at the 7th annual conference for the Society of Terrorism Research, London, UK.

INVITED PRESENTATIONS

Crayne, M. P. (2021). *Considering moral injury as an occupational hazard*. University at Albany, Albany, NY.

Crayne, M. P. (2021). *Workplace transitions after COVID-19*. New York State Cooperative and Experiential Education Association (NYSCEEA).

Crayne, M. P. (2020). *Leadership under crisis conditions*. MBA lecture series delivered for Universidad del Salvador, Buenos Aires, Argentina.

Crayne, M. P. (2020). *Leader sensemaking in times of crisis*. University at Albany, Albany, NY.

Crayne, M. P. & Hunter, S. T., (2019). *Historiometric research methods in organizational science*. CARMA Doctoral Student and Junior Faculty Consortium

Crayne, M. P. (2019). *Unpacking follower responses to leader error*. University at Albany, Albany, NY.

Crayne, M. P. (2018). *Glass-cliff effects and racial discrimination in hiring for college athletics*. University at Albany, Albany, NY.

TEACHING

Graduate Courses Taught, University at Albany

BMGT 513 - Organizational Behavior and Managerial Skill (2018 - Present)

BMGT 650 - Leadership and Managerial Skills (2018 - Present)

Weekend MBA BMGT 650 - Leadership and Managerial Skills (2021 - Present)

Weekend MBA BMGT 513 - Organizational Behavior and Managerial Skill (2022)

Undergraduate Courses Taught, University at Albany

BMGT 450: Managerial Leadership and Decision Making (2019 - Present)

UFSP 102: Living-Learning Community Seminar (2020 - 2024)

Doctoral Dissertation Committees

Levi Sassaman (2025). Department of Psychology. **Member.**

Jennifer Mezzapelle (2024). Department of Psychology. **Member.**

James McGaughan (2021). College of Emergency Preparedness, Homeland Security, and Cybersecurity. **Member.**

Master's Thesis Projects and Committees

Gage Matyasovszky (2021). Department of Psychology. M.S. Thesis. **Chair.**

SERVICE

Department of Management

Chair of Department, 2025 - Present

Member, Faculty Search Committee, 2018 - 2019

Massry School of Business

Chair, Impact Committee, 2023

Member, AI Cluster Hire Faculty Search Committee, 2022 - 2023

Member, Teaching and Learning Committee, 2018 - 2022

University at Albany, State University of New York

Member, University Senate, 2024 - Present

Member, Committee on Academic Freedom (CAFFECOR), 2024 - Present

Faculty Mentor, World of Business Living-Learning Community, 2020 - 2024

Consultant, Office of Corporate and Foundation Relations, 2020

Professional Service

Editorial Board, *Dynamics of Asymmetric Conflict*, 2021 - Present

Committee Member, *Society for Industrial-Organizational Psychology Bridge Builders* 2020 – Present

Reviewer for numerous scientific outlets in psychology and organizational science.

PROFESSIONAL AFFILIATIONS

Academy of Management, 2018 - Present

Society for Industrial and Organizational Psychology, 2012 – Present

American Psychological Association, 2021 - Present