

# Andrew C. Loignon

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## EMPLOYMENT

2021-Current Center for Creative Leadership  
2018-2021 Louisiana State University; Rucks Department of Management  
2016-2018 NEOMA Business School

## EDUCATION

2016 Ph.D., Organizational Science, University of North Carolina at Charlotte  
*Title: Social class in the Organizational sciences: A meta-analysis*  
*Advisor: David J. Woehr, Ph.D.*  
2010 M.S., University of Baltimore  
2007 B.A., University of Southern Maine (Summa Cum Laude)

## RESEARCH INTERESTS

- Social class in the workplace
- Work groups and teams
- Quantitative methodology

## ACADEMIC PUBLICATIONS

### Journal Articles

- Loignon, A.C., & Kodydek, G. (in press). The effects of subjective and objective social class on leadership emergence. *Journal of Management Studies*.
- Ernst, B., Banks, G., Loignon, A.C., Frear, K., Williams, C., Arcinega, L., Gupta, R., Kodydek, G., Subramanian, D. Virtual charismatic leadership and signaling theory: A prospective meta-analysis in five countries (in press). *Leadership Quarterly*.
- Gooty, J., \*Banks, G.C., \*Loignon, A.C., Tonidandel, S., & Williams, C.E. (in press). Meta-analyses as a multi-level model. *Organizational Research Methods*.  
\*Second and third authors contributed equally.
- Scheaf, D., Loignon, A.C., Webb, J., Heggstad, E., & Wood, M. (2020). Measuring opportunity evaluation: Conceptual foundations and scale validation. *Journal of Business Venturing*, 35, 1-26.
- Thomas, J.S., Loignon, A.C., Woehr, D.J., Loughry, M., & Ohland, M. (2020). Dyadic viability in project teams: The impact of liking, competence, and task interdependence. *Journal of Business and Psychology*, 35, 573-591.
- Loignon, A.C., Gooty, J., Rogelberg, S., & Lucianetti, L. (2019). Disagreement in leader-follower dyadic exchanges: Shared relationship satisfaction and investment as antecedents. *Journal of Occupational and Organizational Psychology*, 92, 618-644.

- Loignon, A.C., Woehr, D.J., Loughry, M.L., & Ohland, M.W. (2019). Elaborating on team-member disagreement: an approach for examining patterned dispersion in emergent states. *Group & Organization Management*, 44(1), 165-210.
- Robinson-Morrall, E.J., Hendrickson, C., Gilbert, S., Myers, T., Simpson, K., & Loignon, A.C. (2018). Practical considerations for conducting job analysis linkage exercises. *Journal of Personnel Psychology*, 17(1), 12-21.
- Loignon, A.C., & Woehr, D.J. (2018). Social class in the organizational sciences: A conceptual integration and meta-analytic review. *Journal of Management*, 44(1), 61-88.
- Loignon, A.C., Thomas, J., Woehr, D.J., Loughry, M.L., Ohland, M.W., & Ferguson, D. (2017). Facilitating peer evaluation in team contexts: The impact of frame-of-reference rater training. *Academy of Management Learning and Education*, 16(4), 562-578.
- Woehr, D.J., Loignon, A.C., Loughry, M.L., Schmidt, P., & Ohland, M.W. (2015). Justifying aggregation within consensus-based constructs: A review and examination of cutoff values for common aggregation indices. *Organizational Research Methods*, 18(4), 704-737.
- Loignon, A.C., Myers, H., & Rogelberg, S.G. (2013). Looking back and glimpsing forward: Publication topics in Industrial-Organizational Psychology and Organizational Behavior. *Global Business Perspectives*, 1(3), 181-197.

### Book Chapters

- Loignon, A.C. The social relations model. In S.G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (2<sup>nd</sup> Edition). New York, NY: Sage publications.
- Loignon, A.C., Kellermanns, F.W., Eddleston, K.A., & Kidwell, R.E. (2016). Family feud: A look at conflict in family firms. In F. Kellermanns & F. Hoy (Eds.), *The Routledge companion to family business*. New York, NY: Routledge.
- Woehr, D.J., Loignon, A.C., & Schmidt, P.J. (2015). Aggregation aggravation: The fallacy of the wrong level revisited. In C.E. Lance & R.J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends*. (pp. 311-326). New York, NY: Routledge.

### PRESENTATIONS

- Loignon, A.C., Speights, S.S. (2020, October). *Trading off or keeping it equal: The effects of SES and gender on work-to-family conflict in couples*. Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.
- Loignon, A.C., Gurca, A., Bagherzadeh, M., & Thomas, J. (2019, October). *How does the work flow? The effects of structures of task interdependence networks on team performance*. Paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.

- Loignon, A.C., Scheaf, D., Webb, J., & Heggstad, E. (2019, October). *The effects of structures of task interdependence networks on team performance*. Paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.
- Loignon, A.C., & Kodydek, G. (2019, August). *Social class and leadership emergence: A test of alternative pathways*. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Scheaf, D., Webb, J., Woehr, D.J., & Loignon, A.C. (2018, September). *Gender and entrepreneurship: A meta-analysis*. Paper presented at the Annual Meeting of the Strategic Management Society, Paris, France.
- Williams, C.E., Woehr, D.J., Loignon, A.C., Loughry, M., & Ohland, M. (2018, April). *Men behaving badly or gender bias? An examination of peer assessment ratings*. In D.J. Woehr and C.E. Williams (Chairs), *Bias or difference: The impact of gender across domains*. Symposium presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Loignon, A.C., Loughry, M., Ohland, M.W., & Woehr, D.J. (2017, October). *Peer control: Outcomes and measure equivalence in work-units versus teams*. Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.
- Loignon, A.C., & Woehr, D.J. (2017, March). *Social class in the organizational sciences: A meta-analysis*. Paper presented at the Annual Meeting of the International Conference of Psychological Science, Vienna, Austria.
- Loignon, A.C., Woehr, D.J., Thomas, J.S., Loughry, M., Ohland, M.W., & Ferguson, D. (2016, October). *Facilitating peer evaluation in team contexts: The impact of frame-of-reference rater training?* Paper presented at the Annual Meeting of the Southern Management Association, Charlotte, NC.
- Medaugh, M., Loignon, A.C., Scheaf, D., Pollack, J., & Gooty, J. (2016, August). *A relational examination of resource acquisition in entrepreneurial networks*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
- Loignon, A.C., Thomas, J.S., & Woehr, D.J. (2016, April). *Measurement equivalence among components of interpersonal perceptions*. Paper presented at the 31<sup>st</sup> annual meeting of the Society of Industrial-Organizational Psychology, Anaheim, CA.
- Loignon, A.C., Tewalt, W., & Clayton, T. (2016, April). *Predicting voluntary turnover with job performance within dynamic labor markets*. Paper presented at the 31<sup>st</sup> annual meeting of the Society of Industrial-Organizational Psychology, Anaheim, CA.
- Heggstad, E.D., Loignon, A.C., Frear, K., & Woehr, D.J. (2016, April). *The role of context in contextualized personality assessments*. Paper presented at the 31<sup>st</sup> annual meeting of the Society of Industrial-Organizational Psychology, Anaheim, CA.

- Frear, K., Loignon, A.C., Beck, T.E., & Charling, K. (2015, November). *Career paths of the modern executive: Is climbing the corporate ladder still the way to the top?* Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.
- Loignon, A.C., Gooty, J., Rogelberg, S.G., & Lucianetti, L. (2015, August). *The measurement and substantive validity of leader-member exchange at the dyadic level.* Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.
- Thomas, J.S., Loignon, A.C., Woehr, D.J., Loughry M.L., & Ohland, M.W. (2015, August). *Warmth and competence perceptions as predictors of desired relationship continuance among teammates.* Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.
- Loignon, A.C., Woehr, D.J., & Loughry M.L. (2015, April). *Elaborating on team member disagreement: An examination of the effects of patterned dispersion on team outcomes.* Poster presented at the 30<sup>th</sup> annual meeting of the Society of Industrial-Organizational Psychology, Philadelphia, PA.
- Thomas, J.S., Loignon, A.C., Woehr, D.J., Loughry M.L., & Ohland, M.W. (2015, April). *The relative effects of warmth and competence for team viability.* Poster presented at the 30<sup>th</sup> annual meeting of the Society of Industrial-Organizational Psychology, Philadelphia, PA.
- Loignon, A.C., Kellermanns, F.W., Eddleston, K., & Kidwell, R. (2015, January). *Exchange relationships among family firm leaders and family employees: Implications for strategic planning and firm performance.* Paper presented at the Annual Meeting of United States Association for Small Business and Entrepreneurship, Tampa, FL.
- Thomas, J.S., Loignon, A.C., Gooty, J., & Woehr, D. (2014, November). *Examining group-level emergent states: Do aggregation indices really matter?* Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.
- Loignon, A.C., Thomas, J.S., Woehr, D., Gooty, J., & Schmidt, P. (2014, August). *Justifying team-level constructs: A quantitative review of aggregation indices.* Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Loignon, A.C. & Thomas, J.S. (2014, March). *Do you still want to work together? The relative effects of relative and affective information in predicting peer ratings.* Paper presented at the University of North Carolina at Charlotte Annual Graduate Research Symposium, Charlotte, NC.
- Loignon, A.C., Schmidt, P., Woehr, D.J., & Loughry, M. (2013, November). *Justifying aggregation in multilevel research: A review and examination of cutoff values for common aggregation indices.* Paper presented at the annual conference of the Southern Management Association, New Orleans, LA.

- Woehr, D.J., Schmidt, P., & Loignon, A.C. (2013, April). *Justifying aggregation: The fallacy of the wrong level revisited*. Paper presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- Loignon, A.C., Myers, T., Gilbert, S., & Hendrickson, C. (2013, April). *Beyond interrater reliability: Using G-Theory to examine KSAO-Task linkage ratings*. Poster presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- Clayton, T.P., Loignon, A.C., Gormanous, G., Hakel, M., & Ghods, N. (2013, April). *Should I-O Psychologists be professionally licensed?* Debate presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- Clayton, T.P., Loignon, A.C., Mueller, L., Austin, J., Roberts, S., & Minnici, A. (2013, April). *Far from elementary: I-O and HR Management in K-12 Education*. Panel discussion presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- Loignon, A.C., Clayton, T.P., Miller, A.A., Cunningham, C.J.L., Petschonek, S., & Sinclair, R.R. (2012, April). *Overcoming common obstacles to strong theses and dissertations*. Panel discussion presented at the 27th meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.
- Gilbert, S., Loignon, A.C., Hendrickson, C., & Myers, T. (2012, April). *Think about the link: Best practices for collecting KSAO-Task linkages*. Poster presented at the 27th annual conference of the Society for Industrial-Organizational Psychology, San Diego, CA.
- Clayton, T.P., Myers, T., Loignon, A.C., Gilbert, S., & Hendrickson, C. (2011, July). *Measuring mental math: A simple task presents complex problems*. Paper presented at the 2011 annual meeting of the International Personnel Assessment Council, Washington, DC.
- Myers, T., Hendrickson, C., Gilbert, S., Loignon, A.C., Norris, D., Matheson, N., & Willis, R. (2011, April). *Back to basics: Who should complete KSAO-task linkages?* Poster presented at the 26th annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Loignon, A.C., Mitchell, T., & Yun, G. (2010, April). *An aging workforce: Processes, outcomes and solutions*. Paper presented at the 25th annual conference of the Society for Industrial-Organizational Psychology, Atlanta, GA.

## PROFESSIONAL DEVELOPMENT WORKSHOPS

- Thomas, J.S., Loignon, A.C., & Woehr, D.J. (2020, October). *Analyzing dyadic data: The social relations model in the organizational sciences*. Workshop facilitated at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.

Loignon, A.C., Thomas, J.S., & Woehr, D.J. (2019, October). *Analyzing dyadic data: The social relations model in the organizational sciences*. Workshop facilitated at the Annual Meeting of the Southern Management Association, Norfolk, VA.

Loignon, A.C., Thomas, J.S., Gooty, J., & Woehr, D.J. (2018, October). *Dyads: Research designs and analytical strategies*. Workshop facilitated at the Annual Meeting of the Southern Management Association, Lexington, KY.

Loignon, A.C., Thomas, J.S., Gooty, J., & Woehr, D.J. (2017, October). *Dyads: Research designs and analytical strategies*. Workshop facilitated at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.

Loignon, A.C., Thomas, J.S., & Woehr, D.J. (2015, November). *Analyzing dyadic data: The social relations model in the organizational sciences*. Workshop facilitated at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.

## SERVICE

Board member for *Group & Organization Management* (2020)  
 Board member for *Journal of Business and Psychology* (2017-2020)  
 Board member for *Human Performance* (2017-2020)  
 Ad-hoc reviewer for *Academy of Management Journal* (2020)  
 Ad-hoc reviewer for *Journal of Business Venturing* (2020)  
 Ad-hoc reviewer for *Journal of Management Studies* (2019)  
 Assistant editor for *Journal of Business and Psychology* (2015-2016)

## PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)  
 Society for Industrial-Organizational Psychology (SIOP)  
 Southern Management Association (SMA)

## HONORS AND AWARDS

E. J. Ourso College of Business Teaching Award for Untenured Faculty	2021
Best-in-Track Organizational Behavior Paper at the Annual Meeting of the Southern Management Association	2020
Reviewer of the Year – Journal of Business and Psychology	2019
Best Paper in the Innovative Teaching/Management Education Track at the Annual Meeting of the Southern Management Association	2016
Outstanding Reviewer for the Annual Meeting of the Academy of Management – Organizational Behavior Division	2015
Best Paper in Family Business Award at the Annual Meeting of the United States Association of Small Business and Entrepreneurship	2015
Top Rated Poster Award for the Annual Meeting of the Society of Industrial and Organizational Psychology (SIOP)	2015

Outstanding Reviewer for the Annual Meeting of the Academy of Management – Organizational Behavior Division	2014
Best-in-Track Human Resources & Careers, Research Methods Paper at the Annual Meeting of the Southern Management Association	2013
Outstanding Student Research Award	University of Southern Maine 2007
Maine Merit Scholar	University of Southern Maine 2004-2007

## INDUSTRY EXPERIENCE

**TIAA-CREF** Charlotte, NC  
 Graduate Assistant – Organizational Effectiveness September 2013 – May 2014  
 Consulted on issues relating to designing and developing effective work teams. Created stand-alone resource for managers to use in developing their teams. Managed company-wide application to *Fortune* magazine’s “Best Places to Work” as part of awards and ranking process. Analyzed and developed reports on annual engagement survey data.

**American Institutes for Research** Washington, DC  
 Research Associate June 2010 – July 2012  
 Responsibilities included conducting literature reviews; analyzing project information and completing statistical analyses; preparing and editing deliverables for clients; contributing to and composing technical reports and proposals; managing project budgets; briefing clients; developing and validating selection instruments; conducting remote training workshops; designing performance evaluation systems; and providing other project-related support as needed.

## INDUSTRY PUBLICATIONS

### Technical reports

Loignon, A.C. & Gurca, A. (2017). *Team dynamics and performance at Cloud Factory*. Reims, France: NEOMA Business School.

Hendrickson, C., Myers, T.L., Loignon, A.C., Gilbert, S.N., Kurtessis, J., Clayton, T.P., Norris, D.G., & Davies, S.A. (2012). *Updating the personnel selection system for behavior detection officers: Validation study—technical report*. Washington, DC: American Institutes for Research.