

Todd J. Weber

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Education

- 2006 Ph.D., Organizational Behavior, University of North Carolina at Chapel Hill, Kenan-Flagler Business School, Chapel Hill, North Carolina.
- 1997 Other Masters, Organizational Behavior, Brigham Young University, Marriott School of Management, Provo, Utah
- 1995 B.S., Sociology, Brigham Young University, Provo, Utah

Professional Experience

- 2026 - Ongoing Professor of HRM & MGT, Central Washington University, Ellensburg, Washington
- 2017 - 2026 Associate Professor of HRM & MGT, Central Washington University, Ellensburg, Washington
- 2011 - 2017 Assistant Professor of HRM & MGT, Central Washington University, Ellensburg, Washington
- 2007 - 2011 Post Doctoral Research Associate, University of Nebraska - Lincoln, Leadership Institute, Lincoln, Nebraska
- 2005 - 2007 Post Doctoral Research Fellow, Center for Creative Leadership, Research and Innovation, Greensboro, North Carolina
- 2004 - 2005 Research Intern, Center for Creative Leadership, Research and Innovation, Greensboro, North Carolina
- 2000 - 2005 Team Building Seminar Coordinator, UNC-Chapel Hill, Chapel Hill, North Carolina
- 1997 - 2003 Research Assistant, UNC-Chapel Hill, Management Department, Chapel Hill, North Carolina
- 1995 - 1997 Research Assistant, Brigham Young University, Marriott School of Management, Provo, Utah

Teaching

- MGT 380 - Organizational Management
- MGT 382 - Principles of Management
- MGT 386 - Principles of Organizational Behavior
- MGT 395 - Leadership in Business Organizations
- HRM 442 - Training and Development
- HRM 552 - Leadership in Human Resource Management
- BUS 490 - Cooperative Education

Journal Publication

Mhatre, K., Weber, T. J., & Avey, J. B. (2025). Leading from Afar: Signaling authentic leadership outside of a company. *Baltic Journal of Management*.

Weber, T. J. (2025). Exploring mental models: A black box exercise. *Management Teaching Review*.

Weber, T. J., & Avey, J. B. (2019). Speaking up when values are aligned: Manager value congruence and the mediating role of employee voice. *Baltic Journal of Management*, 14(4), 578–596.

Weber, T. J., Sadri, G., & Gentry, W. A. (2018). Examining diversity beliefs and leader performance across cultures. *Cross Cultural & Strategic Management*, 25(3), 382–400.

Deal, J. J., Stawiski, S., Graves, L. M., Gentry, W. A., Weber, T. J., & Ruderman, M. (2013). Motivation at work: Which matters more, generation or managerial level? *Consulting Psychology Journal: Practice and Research*, 65(1), 1–16.

Graves, L. M., Ruderman, M. N., Ohlott, P. J., & Weber, T. J. (2012). Driven to work and enjoyment of work: Effects on managers' outcomes. *Journal of Management*, 38(5), 1655–1680.

Sadri, G., Weber, T. J., & Gentry, W. A. (2011). Empathic emotion and leadership performance: An empirical analysis across 38 countries. *The Leadership Quarterly*, 22(5), 818–830.

Kim, T.-Y., Weber, T. J., Leung, K., & Muramoto, Y. (2010). Perceived fairness of pay: The importance of task versus maintenance inputs in Japan, South Korea, and Hong Kong. *Management and Organization Review*, 6(1), 31–54.

Gentry, W. A., Booyesen, L., Hannum, K. M., & Weber, T. J. (2010). Leadership responses to a conflict of gender-based tension: A comparison of responses

between men and women in the US and South Africa. *International Journal of Cross Cultural Management*, 10(3), 285–301.

Avolio, B. J., Walumbwa, F. O., & Weber, T. J. (2009). Leadership: Current theories, research, and future directions. *Annual Review of Psychology*, 60(1), 421–449.

Chrobot-Mason, D., Ruderman, M. N., & Weber, T. J. (2009). The challenge of leading on unstable ground: Triggers that activate social identity faultlines. *Human Relations*, 62(11), 1763–1794.

Gentry, W. A., Weber, T. J., & Sadri, G. (2008). Examining career-related mentoring and managerial performance across cultures: A multilevel analysis. *Journal of Vocational Behavior*, 72(2), 241–253.

Chrobot-Mason, D., Ruderman, M. N., Weber, T. J., Ohlott, P. J., & Dalton, M. A. (2007). Illuminating a cross-cultural leadership challenge: When identity groups collide. *International Journal of Human Resource Management*, 18(11), 2011–2036.

Chapters

Mendenhall, M., Weber, T. J., Arnardottir, A. A., & Oddou, G. (2017). Developing global leadership competencies: A process model. *Advances in Global Leadership*, 10, 117–146.

Deal, J. J., Stawiski, S., Graves, L. M., Gentry, W. A., Ruderman, M., & Weber, T. J. (2012). Perceptions of authority and leadership: A cross-national, cross-generational investigation. In *Managing the New Workforce: International Perspectives on the Millennial Generation* (pp. 281–306). Eds. Eddy S. Ng, Sean T. Lyons, & Linda Schweitzer. Cheltenham, UK & Northampton, MA: Edward Elgar.

Johnson, K., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Canney, S., Dietz, J., & Weber, T. J. (2011). Scientific mindfulness: A foundation for future themes in international business. In *In Devinney, T., Pederson, T., & Tihanyi, L. (Eds.), Advances in International Management (Vol. 23)*. Emerald.

Weber, T. J. (2010). Leader values and authenticity. In *In Hannum, K., McFeeters, B. B., & Booyesen, L. (Eds.), Leading Across Differences: Casebook* (pp. 163–169). San Francisco, CA: Pfeiffer.

White papers and reports

Gentry, W. A., Hannum, K. M., & Weber, T. J. (2010). Leadership across difference survey research report. *NC: Center for Creative Leadership*.

Gentry, W. A., & Weber, T. J. (2010). Empathy in the workplace: A tool for effective leadership (white paper). NC: Center for Creative Leadership.

Avolio, B. J., Weber, T. J., Harms, P., & Meyer, C. M. (2008). Southeast Asia leadership project. *Global Leadership Institute at the University of Nebraska - Lincoln*.

Lester, P., Hannah, S., Campbell, D., Harms, P., & Weber, T. J. (2008). USMA pilot mentorship program - an interim report. *US Military Academy*.

Presentations

Weber, T. J. (2026, March). *Instructor Discretion in Online Test Monitoring: Exploring implicit incentives*. *Western Academy of Management*. Sante Fe.

Peterson, M. F., Barreto, T., Althouse, N. R., Athanassiou, N., Carroll, W. R., Gluesing, J., Guo, G. C., Meckler, M. R., Thomas, D. C., Trefry, M. G., Vodosek, M., Weber, T. J., & Vora, D. E. (2023). Testing alternative cultural explanations of managers' values across the U.S.-Canada border. *Academy of Management Proceedings*, 2023, Article 1.

Weber, T. J. (2021, February). *Experiential teaching across geographically dispersed classrooms*. *International Organizations Network (ION) Conference*.

Weber, T. J. (2020, January). *Empathic leadership and bases of power*. *Israel Organizational Behavior Conference*. Tel Aviv, Israel: Tel Aviv University.

Weber, T. J. (2015, March). *Cross cultural management, values congruence, and social identity theory*. *Western Academy of Management*.

Weber, T. J., & Liu, L. A. (2014, August). *Intercultural Competency (ICC), technology, & cross-cultural collaboration*. *Academy of Management Annual Meeting*. Philadelphia.

Stawiski, S., Gentry, W. A., Graves, L. M., Deal, J. J., & Ruderman, M. (2011, Autumn). *Managerial promotability: The roles of supervisor support and mentoring subordinates*. *Annual Society for Industrial and Organizational Psychology*. Chicago, IL.

Johnson, K., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Canney, S., Diets, C., ... Weber, T. J. (2010, Autumn). *Scientific mindfulness: A foundation for future themes in international business*. *Academy of Management*. Montreal, Canada.

Graves, L. M., Deal, J. J., Gentry, W. A., Ruderman, M. N., & Weber, T. J. (2010, Autumn). *Perceived organizational support: An antecedent of autonomous motivation?* *Academy of Management*. Montreal, Canada.

Peterson, M. F., Kara, A., Lenartowicz, T., Perez-Floriano, L., & Toffoli, R. (2010, Autumn). *Manager collaboration with subordinates and colleagues across North America*. *Academy of International Business*. Rio de Janeiro, Brazil.

- Weber, T. J. (2010, Autumn). *Spanning shifting boundaries: The challenge of visibility, permanence, and salience*. *Annual Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Graves, L. L., Deal, J., Gentry, W., Ruderman, M., & Weber, T. J. (2010, Autumn). *Perceived organizational support: An antecedent of autonomous motivation*. *Annual Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Weber, T. J., Carsten, M. K., Harms, P. D., & Avolio, B. J. (2009, Autumn). *Transformational leadership and follower outcomes: A meta-analysis of direct and mediating links*. *Academy of Management*. Chicago, IL.
- Weber, T. J., & Uhl-Bien, M. (2009, Autumn). *Values congruence and relationship quality*. *Annual Society for Industrial and Organizational Psychology*. New Orleans, LA.
- Clapp-Smith, R., & Weber, T. J. (2009, Autumn). *Attaining global leadership through global mindset development*. *Academy of Management*. Chicago, IL.
- Gentry, B., Thompson, P. W., Thompson, L. F., Weber, T. J., & Lebreton, J. (2009, Autumn). *Investigating managerial performance: A relative weights analysis of derailment behaviors*. *Annual Society for Industrial and Organizational Psychology*. New Orleans, LA.
- Harms, P. D., Lester, P., & Weber, T. J. (2009). *Personality under fire: A longitudinal study of personality in an active combat zone*. *Association for Research in Personality*. Evanston, IL.
- Weber, T. J., & Sadri, G. (2008, Autumn). *Examining diversity beliefs and leader performance across cultures*. *Academy of Management*. San Francisco, CA.
- Clapp-Smith, R., Beechler, S., & Weber, T. J. (2008, Autumn). *Accelerating global mindset development: Integrating three perspectives*. *Academy of Management*. Anaheim, CA.
- Gentry, W. A., Braddy, P. W., Weber, T. J., & Thompson, L. F. (2008, Autumn). *Predictive utility of peer-versus direct report-ratings of derailment tendencies*. *Annual Society for Industrial and Organizational Psychology*. San Francisco, CA.
- Sadri, G., Weber, T. J., & Gentry, B. (2007, April). *Empathy as a global leadership competency: An empirical analysis*. *Annual Society for Industrial and Organizational Psychology*. New York, NY.

CWU Committees

CARMA Webcast Consortium Coordinator
CB Curriculum Committee Co-Chair
CB Curriculum Committee
Department Personnel Committee
Faculty Professional Development Committee
Faculty Senate
General Education Implementation Taskforce
Open Educational Resource Taskforce
Student Professional Development Committee Chair
Student Professional Development Committee

Membership

2011 - Ongoing Society for Human Resource Management
1997 - Ongoing Academy of Management

Professional Development

Sep 2024 - Dec 2024 Cultural Intelligence (CQ)
Mar 2022 - Jun 2022 CB Online Teaching Workshop
Jun 2021 - Sep 2021 CWU MML Master of Online Teaching certificate
Dec 2021 - Mar 2022 CWU MML Foundations of Online Learning certificate
Sep 2020 - Dec 2020 ASU + GSV VIRTUAL SUMMIT 2020
 Designing & Delivering Engaging Asynchronous Video Lectures
Jun 2020 - Sep 2020 Remote (hosted by Arizona State University)
Sep 2019 - Dec 2019 Earned Mental Health First Aid certificate

Sep 2012 - Jun 2018

CARMA Webcast Consortium

Other: Honors and Awards

Sep 2019 - Dec 2019

College of Business Leadership Board Award, 2019 Faculty
Excellence in Research