

September 2024

VITA

TSAI, CHOU-YU (JOEY)

O

RESEARCH INTERESTS

My research focuses on studying leadership and entrepreneurship through the lens of multilevel and interdisciplinary methodologies. My research topics include leadership in robotic technology, human capital resource emergence, virtual, and sports settings.

TECHNICAL SKILLS

Programming Skills

R & Python

Statistical Expertise

Polynomial regression analysis with the response surface method (PRA & RSM), multilevel and growth modeling, within-and-between analysis (WABA), network analysis, and agent-based simulation

JOURNAL ARTICLES (23)

- Shimaoka, M., Kito, T., Sayama, H., Jin, F., & Tsai, C.-Y. (2024). Enhancing entrepreneurship education: An evidence-based framework for evaluating faculty development programs. *Journal of Science Policy and Research Management*, 38(4), 494–506. https://doi.org/10.20801/jsrpm.38.4_494
- Brimhall, K. C., Tsai, C.-Y., Eckardt, R., Dionne, S.D., Yang, B., & Sharp, A. (2023). The effects of leadership for self-worth, inclusion, trust, and psychological safety on medical error reporting. *Health Care Management Review*, 48(2), 120–129. <https://doi.org/10.1097/HMR.0000000000000358>
- Chao, C.-H., Kao, S.-F., & Tsai, C.-Y. (2023). Coaching efficacy and coaching effectiveness in predicting athlete satisfaction: A self-other agreement framework. *International Journal of Sports Science & Coaching*, 18(2), 350–360. <https://doi.org/10.1177/17479541221138043>
- Kao, S.-F., Tsai, C.-Y., Schinke, R., Wu, Y.-C., & Hsu, C.-M. (2023). Effects of coach extraversion and educational environment on transformational leadership and athlete outcomes: A moderated mediation model. *Journal of Sports Sciences*, 41(14), 1383–1392. <https://doi.org/10.1080/02640414.2023.2273086>
- Wang, A.-C., Tsai, C.-Y., Wang, S.-B., & Dai, H.-Q. (2023). When does paternalistic control positively relate to job satisfaction and citizenship behavior in Taiwan? The role of follower expectation. *Journal of Applied Psychology*, 108(10), 1598–1618. <https://doi.org/10.1037/apl0001097>
- Zhu, Y., Tsai, C.-Y., Wang, Y., & Guo, Z. (2023). Does leader-follower PsyCap congruence cultivate change-related outcomes? A supervisor-subordinate fit perspective. *Journal of Leadership & Organizational Studies*, 30(1), 25–39. <https://doi.org/10.1177/15480518221132037>

Tsai, C.-Y., Kim, J., Jin, F., Jun, M., Cheong, M., & Yammarino, F. J. (2022). Polynomial regression analysis and response surface methodology in leadership research. *The Leadership Quarterly*, 33(1), 101592. <https://doi.org/10.1016/j.leaqua.2021.101592>

Tsai, C.-Y., Marshall, J. D., Choudhury, A., Serban, A., Tsung-Yu Hou, Y. Y., Jung, M. F., Dionne, S. D., & Yammarino, F. J. (2022). Human-robot collaboration: A multilevel and integrated leadership framework. *The Leadership Quarterly*, 33(1), 101594. <https://doi.org/10.1016/j.leaqua.2021.101594>

Wang, A.-C., Chen, Y., Hsu, M.-

Journal of Sports Sciences, 37(24), 2844–2852.
<https://doi.org/10.1080/02640414.2019.1668186>

Wang, A.-C., Tsai, C.-Y., Dionne, S. D., Yammarino, F. J., Spain, S. M., Ling, H.-C., Huang, M.-P., Chou, L.-F., & Cheng, B.-S. (2018). Benevolence-dominant, authoritarianism-

- Jin, F., Shimaoka M., Kito, T., Sayama, H., Wang, S.-B., & Tsai, C.-Y. (2024). Leader emergence in the digital realm: Exploring communication dynamics via machine learning. *Academy of Management Conference*, 84 (Presentation), CTO Division.
***Best Division Paper Award** <https://cto.aom.org/about-us/award-winners>
- Jun, M., Eckardt, R., Tsai, C.-Y., & Dionne, S. D. (2024). HR systems and human capital resource emergence. *Academy of Management Conference*, 84 (Presentation), HR Division.
***Best Paper Award**
- Wang, A.-C., Lee J. S., & Tsai, C.-Y. (2024). Goal orientation and discontinuous growth in psychological capital. *Academy of Management Conference*, 84 (Presentation), OB Division.
***Best Paper Award**
- Kito, T., Shimaoka M., Sayama, H., Jin, F., & Tsai, C.-Y. (2023). Model development and data analysis for business idea generation process on entrepreneurship education: Case from the GTIE gap fund program. *Mirai 2.0 Research & Innovation Week* (Presentation).
- Mastroleo, N. R. Eckardt, R., Acton, B. P., Hansbrough, T. K., Hernandez Acton, E., Ko, Y. H., Reynolds, L. Scaringi, G., Tsai, C.-Y., & Dionne, S. D. (2023). Initial development of an alternative workforce development model for enhancing the population of substance abuse counselors. *Association for Behavioral and Cognitive Therapies* (Poster).
- Moon, J., Oh, C., & Tsai, C.-Y. (2023) A microfoundational method for subgroups: Community detection. *Academy of Management Conference*, 83, PDW: At the frontiers of organizational network research: Developing ideas and draft papers, OMT Division (Proposal).
- Chao, C.-H., Eckardt, R., Kao, S.-F., & Tsai, C.-Y. (2023) The development of human capital resource emergence and the effects of emergence-enabling state. *Academy of Management Conference*, 83, HR Division (Presentation).
- Liu, H. Kim, J., Tsai, C.-Y., Yammarino, F. J., & Cheong, M. (2023). Measurement equivalence in dyadic research: Implications of differential item functioning. *Academy of Management Conference*, 83, RM Division (Presentation).
- Moon, J. Oh, C., & Tsai, C.-Y. (2023) Subgroups via a co-evolution network framework: A review of faultlines, coalitions, and cliques. *Academy of Management Conference*, 83, OB/HR Divisions (Presentation).
- Jin, F., Chao, C.-H., Shimaoka M., Kito, T., Sayama, H. & Tsai, C.-Y. (2023). Leader emergence in virtual groups: An exploration on group dynamics using machine learning techniques. *Society for Industrial and Organizational Psychology Conference*, 38, Symposium: *Studying leadership through big data methods* (Presentation).

Tsai, C.-Y., Kim, J., Jin, F., Jun, M., & Cheong, M. (2021). Polynomial 9.

Marshall, J. D., Zhu, Y., Wang, Y., Choudhury, A., Tsai, C.-Y., & Yammarino, F. J. (2020).
Leader-

- Kao, S.-F. & Tsai, C.-Y. (2015). Transformational leadership and athlete satisfaction: The mediating role of coaching competency. *Journal of International & Interdisciplinary Business Research Symposium* (Presentation).
- Tsai, C.-Y., Spain, S. M., Cheng, B.-S., Huang, M.-P., & Jen, C.-H. (2014). Congruent effects of goal orientation on leader-member exchange and work outcomes. *Academy of Management Conference, 74*, OB Division (Presentation).
- Tsai, C.-Y., Spain, S. M., & Wang, A.-C. (2013). Paternalistic leadership: Impact of

Lin, T.-T., Cheng, B.-S., Kuo, S.-T., & Tsai, C.-Y. (2009). Gender differences of paternalistic leadership effectiveness over time. *Academy of Management Conference, 69*, OB Division (Presentation).

Wang, A.-C., Kuo, S.-T., Lin, T.-T., Cheng, B.-S., & Tsai, C.-Y. (2009). Paternalistic leadership

- Tsai, C.-Y. (2020-2021). Model development and data analysis for business idea generation process on entrepreneurship education. Waseda University, Japan, **PI**, \$13,461. Award # 90132.
- Maupin, C. K. & Tsai, C.-Y. (2020-2021). Contextual perspectives of virtual teaming: A complex systems approach for explaining virtual tie formation dynamics. Center for Collective Dynamics of Complex Systems Seed Grant, Binghamton University, State University of New York, **Co-PI**, \$3,000.
- Brimhall, K. C., Dionne, S. D., Eckardt, R., & Tsai, C.-Y. (2020-2021). Survey measurement development for complex multilevel social networks. Center for Collective Dynamics of Complex Systems Seed Grant, Binghamton University, State University of New York, **Co-PI**, \$ 3,000.

Tsai, C.-

- *European Journal of Social Psychology*
- *Frontiers Psychology*
- *Human Relations*
- *Journal of Business Research*
- *Journal of Management*
- *Journal of Management Studies*
-

SOM Faculty Teaching Honor Roll, School of Management, Binghamton University, State University of New York, 2018 Fall, 2019, 2020, 2021, 2022, 2023 Spring & Fall, and 2024 Spring.

Graduate with Honor: Dean's Award in the Faculty of Science, National Taiwan University, 2007

Graduate Scholarship (\$8,000), National Science Council, Taiwan, 2005-2007

Graduate Scholars Enhancement, National Taiwan University, 2005-2007

Undergraduate Research Creativity Award, National Science Council, Taiwan, 2005

Undergraduate Independent Research Award: Dean's Award in the Faculty of Science, National Taiwan University, 2005

PRESS RELEASES

Reworked (2024, September 11). Founder mode vs. manager mode reduces leadership to a limited binary. We take a look at the broad skills base that characterizes a strong leader. [Press release]. <https://www.reworked.co/leadership/what-skills-do-leaders-really-need/>

KCBS Radio (2024, August 28). The Zoom era has ushered in new standards for work and leadership [Press release]. <https://www.audacy.com/podcast/kcbs-radio-on-demand-011f4/episodes/the-zoom-era-has-ushered-in-new-standards-for-work-and-leadership-7fdef>

Binghamton University. (2024, August 26). *BingUNews* - Not sure how to stand out as a leader on Zoom calls? It starts with how you communicate, new study shows [Press release]. <https://www.binghamton.edu/news/story/5097/new-research-virtual-teams-how-to-improve-leadership-binghamton-university>

Binghamton University. (2024, May 28). *BingUNews* - Hive mind: Award-winning student startup seeks to learn the language of bees [Press release]. <https://www.binghamton.edu/news/story/4969/hive-mind-award-winning-student-startup-seeks-to-learn-the-language-of-bees>

Binghamton University. (2023, December 16). *BingUNews* - Two innovative Binghamton University School of Management faculty make list of nation's 'Best Business Professors' [Press release]. <https://www.binghamton.edu/news/story/4660/two-innovative-binghamton-university-school-of-management-faculty-make-list-of-nations-best-business-professors>

Binghamton University. (2022

FOX 40 WICZ TV (2020, October 20).

coach for too long [Press release]. <http://www.wicz.com/story/42792118/bu-study-shows-athletes-dont-benefit-from-relying-on-a-coach-for-too-long>

WNBF News Radio (2020, October 15). *Reliance on coaches not good for athletes* [Press release]. <https://wnbf.com/reliance-on-coaches-not-good-for-athletes/>

LEAD 602 Theory Building and Testing in OB and Leadership

4.0/4.0

2021 Spring

- Organizational Behavior (MGMT 311), Binghamton University, Fall 2012; Spring & Fall 2013
- Methods of Experimental Psychology, National Taiwan University, Fall 2006 & Spring 2007
- General Psychology, National Taiwan University, Fall 2005 & Spring 2006

