
Andrea Farro, Ph.D.
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Academic Degrees

Ph.D. Drexel University, 2020.

MBA Rowan University, 2000.

B.S. Rowan University, 1999.

Licensures / Certifications

Innovation and Entrepreneurship Faculty Certificate, 2023, Rowan University.

Foundations of Diversity, Equity and Inclusion Certificate, 2021, Rowan University.

Qualification

Scholarly Academic

Employment Experience

Assistant Professor, Rowan University (September, 2020 - Present), Glassboro, New Jersey.

Co-Owner, Fool Pen Farms (2013 - Present), Mullica Hill, New Jersey.

Managing Member (50% Owner), Farro Construction LLC (2007 - 2024), Mullica Hill, New Jersey.

Instructor, Rowan University (September, 2011 - May, 2016), Glassboro, New Jersey.

Courses Taught

Courses from the Teaching Schedule: Independent Study (Bachelors), Introduction Management Perspectives 21st Century (Bachelors), Leadership and Supervision (Bachelors), Organizational Behavior (Bachelors)

Articles in Journals

Tan, Z., Yang, M., Farro, A. C., & Yuan, L. (2024). I cannot miss it! The influence of supervisor bottom-line mentality on employee presenteeism. *Leadership and Organization Development Journal*.

Mawritz, M. B., Greenbaum, R. L., Deng, Y., Rosikiewicz, B. L., & Farro, A. (2024). When competitive rewards create obsessions with bottom-line outcomes: A social interdependence theory perspective of the mediating role of bottom-line mentality *Journal of Organizational Behavior*.

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2023). When are trans women treated worse than trans men? *Equality, Diversity and Inclusion*, 42 (6), 723-736.

Mawritz, M., Farro, A., Kim, J., Greenbaum, R. L., & Wang, C. (2023). Bottom-line mentality from a goal-shielding perspective: Does bottom-line mentality explain the link between rewards and pro-self unethical behavior? *Human Relations*.

D'Innocenzo, L., Kukenberger, M., Farro, A. C., & Griffith, J. A. (2021). Shared leadership performance relationship trajectories as a function of team interventions and members' collective personalities. *The Leadership Quarterly*.

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2020). Bigenderism at work? Organizational responses to trans men and trans women employees. *Organization Management Journal*, 17 (2), 63-81.

Rudin, J., Yang, Y., Ruane, S., Farro, A., & Billing, T. (2016). Transforming attitudes about transgender employee rights. *Journal of Management Education*.

Rudin, J., Ruane, S., Ross, L., Farro, A., & Billing, T. (2014). Hostile territory: Employers' unwillingness to accommodate transgender employees. *Equal Opportunities International*.

Conference Presentations

Kukenberger, M., D'Innocenzo, L., Farro, A. C., Watson, D., & Turner, S. (2023-2024). *Mitigating the Disruption of Emergent Leader Change through Shared Leadership*. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, Illinois.

Lee, Z. & Farro, A. C. (2022-2023). *The Effects of Intellectual Capital and Team Processes on Firm Resources and Outcomes*. Invited presentation at NSF I-Corps Northeast Hub Virtual Research Symposium, New Brunswick, New Jersey.

Mirchandani, D., Billing, T., & Farro, A. (2022-2023). *Sustainability Literacy: Comparing First Year, Mid-level and Upper-level Business Majors Using the SULITEST*. Eastern Academy of Management Annual Conference, Philadelphia, Pennsylvania.

Farro, A., Kukenberger, M., & D'Innocenzo, L. (2022-2023). *Who recognizes women's emergent leadership? Multilevel effects of gender, composition, leadership type, social identity, and diversity beliefs*. Academy of Management (AOM) Annual Meeting, Seattle, Washington.

Mirchandani, D., Farro, A., & Billing, T. (2021-2022). *Sustainability Literacy: Benchmarking and Comparing Freshmen and Senior Business Majors Using the SULITEST*. Eastern Academy of Management - International (EAM-I), Lyon, France.

Farro, A., Fewer, T., Ma, D., & Liu, C. (2021-2022). *An Organizational Identity Orientation Perspective on CEO Turnover Following Misconduct*. Academy of Management (AOM) Annual Meeting, Virtual, Virtual.

Farro, A., D'Innocenzo, L., Kukenberger, M., & Jennifer, G. (2021-2022). *Collective Social Identity and Shared Leadership: Effects of Gender Diversity, Salience and Beliefs*. Academy of Management (AOM) Annual Meeting, Virtual, Virtual.

Farro, A. C. (2020-2021). *Gender and Leader Emergence: An Examination of Leadership Claims and Grants Among Mixed-Sex Team Members*. Eastern Academy of Management Annual Meeting, Mullica Hill, New Jersey.

Grants & Gifts

Non-competitive

2022-2023: Zane, L. & Farro, A., U.S. National Science Foundation's Innovation Corps (I-Corps™) Northeast Research Grant, Co-Investigator, GOV-National Science Foundation (NSF).

Professional Development

2021-2022: Annual Faculty Conference on Teaching Excellence, Temple University.

2021-2022: CARMA Training - Advanced Multilevel Analysis I: Growth Models, Mediation, Moderation, Multi-Unit Membership. Attended Session 2: June 13-16, "Advanced Multilevel Analysis I: Growth Models, Mediation, Moderation, Multi-Unit Membership" – Dr. Gilad Chen, University of Maryland

2021-2022: CARMA Training - Advanced Multilevel Analysis II: Longitudinal, Consensus Emergence, Bayes and Dichotomous Outcomes. Attended Session 3: June 20-23, "Advanced Multilevel Analysis II: Longitudinal, Consensus Emergence, Bayes and Dichotomous Outcomes" – Dr. Paul Bliese, University of South Carolina

2021-2022: CARMA Training - Introduction to Multilevel Analysis with R. Attended Session 1: June 6-9, "Introduction to Multilevel Analysis with R" – Dr. James LeBreton, Pennsylvania State University.

2020-2021: Temple University Annual Faculty Conference on Teaching Excellence. January 6 & 7, 2021 - Virtual.

2020-2021: West Chester University's conference for the Scholarship of Teaching, Learning and Assessment. January

14-15, 2021 - Virtual.

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