



Publications

Shung Jae Shin (with Feirong Yuan, U. Houston-Victoria and Jing Zhou, Rice U.) published “Within-team individual power and creativity: Moderating effects of democratic team leadership and collectivistic value” in *Creativity Research Journal*.

 Though prior research suggests that high individual power can increase individual creativity, relatively few studies have examined conditions when this positive relationship is more likely to hold. Drawing from a cognitive resource perspective and a perspective of socialized power motivation, in this study we theorize and test democratic team leadership and an individual’s collectivistic value as two moderating conditions on the relationship between an individual’s within-team individual power and his or her creativity. Using multi-source data from team members and team leaders from thirty-nine work teams, we predicted and found that within-team individual power is more positively related to individual creativity when democratic team leadership is higher. Moreover, the hypothesized positive moderating effect of democratic team leadership is stronger and more significant for individual team members with high collectivistic values. Our findings provide implications for managing employee creativity and for the responsible use of individual power in teams.



Frederik Vos (with Kati Loijas and Aki Jääskeläinen, Tampere U. Finland, and Elina Karttunen, LUT U. Finland) published “Customer attractiveness in public procurement – one size does not fit all” in *Journal of Public Procurement*.

 The purpose of this study is to provide new insights into the differences between the attractiveness drivers in different types of public procurement (i.e. efficient, technological, adapted and experimental). This study used a qualitative multiple-case study design. The study examined eight public procurement cases by interviewing the representatives of 18 suppliers and, through cross-case analysis, formulated a framework of customer attractiveness drivers for different types of public procurement. This study reveals differences in customer attractiveness drivers between efficient, technological, adapted and experimental public procurement. This study finds that economic and market growth drivers are only sufficient for efficient procurement, while all the identified drivers are relevant for experimental procurement. The contribution guides public organizations to increase their attractiveness by considering the supplier perspective in different types of procurement to increase supplier participation in public tenders. The research contributes to the literature on customer attractiveness in public procurement by shedding light on the impact of procurement type on customer attractiveness drivers, and elaborating it through the lens of social exchange theory. In addition to the differences between procurement types, the study found evidence for a previously unintroduced driver – societal attractiveness.



Presentations

Elizabeth Almer presented her paper “An Empirically Supported Research Agenda on the Impacts of Private Equity Investment on the Auditing Profession” at the Hawai’i Accounting Research Conference, Honolulu, HI. January 4.

Just Got In!

Jingjing Chen had her paper “Positivity and Long-Lasting Momentum” accepted for publication in the *Journal of Empirical Finance*.

Media Mentions

Don Dickinson, Professor Emeritus, has been featured in the article “[Don Dickinson is the 75k-mile man](#)” in Sedona Red Rock News. January 27, 2026.



Good to Know

Are you included in the PSU Expert Database? [Consider joining](#) to make it easier for media to reach you to help you share your expertise. If you already have a faculty expert page and you need to edit it, you can email [Katy Swordfisk](#).

[This is the link](#) to the faculty resources and procedures for anything relating to research. This link will live here from now on. If you ever need to access this document, simply open the latest copy of Scholarly News to locate this link.

Research Calendar

When	Where & What
<p>Wednesday Feb 11 12:30- 1:30pm</p>	<p>Research Talk: Frederik Vos</p> <p>Title: Expanding the Statistical Toolbox: Four Approaches to Interaction Analysis Description: This presentation moves beyond standard multiple regression to explore diverse methods for analyzing interaction effects in continuous, experimental and survey data. Drawing on my background in Psychology and Supply Chain Management, I will provide a broad, application-focused overview of four specific methodological techniques:</p> <ol style="list-style-type: none"> 1. Standard OLS Regression: A refresher on the basics of moderator effects. 2. Polynomial Regression with Response Surface Analysis (RSA): Visualizing complex, non-linear dependencies in 3D. 3. SEM Multi-Group Analysis (MGA): Comparing path relationships across different groups using Structural Equation Modeling. 4. Qualitative Comparative Analysis (QCA): uncovering causal configurations and "recipes" for outcomes using fuzzy sets. <p>The focus will be on the practical usefulness and application of these tools rather than deep mathematical requirements. I will also provide references to papers that used the methods and link to suitable software guidelines to apply the methods.</p> <p>Location: Bogue Boardroom (Pizza and Salad will be served). If you cannot join us in person, you can connect via Zoom.</p>