



November 2023

The Greenleaf Center Proudly Announces the 2023 Greenleaf Research Scholars Cohort

The Greenleaf Center is pleased to present the 2023 Greenleaf Research Scholars. The Scholars Program is specifically designed to identify and provide support to promising early career scholars and professionals who are keen on exploring the influence of servant leadership across a diverse spectrum of organizational and societal contexts.

The objectives of the Program are (1) to spark a new generation of critical scholarship rooted in the principles of servant leadership as originally articulated by Robert K. Greenleaf; (2) to bolster rigorous scholarship that yields compelling evidence regarding the impact of servant leadership on the well-being and effectiveness of both organizations and communities; and (3) to cultivate a nurturing community of academic researchers, practitioners, and students who are dedicated to the study and teaching of servant leadership. The Program is administered in collaboration with Seton Hall University. Each Greenleaf Scholar receives a grant in the amount of \$2,500.

2023 Greenleaf Research Scholar



Yue Wang is a PhD student in the College of Business Administration at the University of Illinois Chicago, studying Organizational Behavior and Human Resource Management. She received her master's degree at the University of Illinois at Urbana-Champaign. Her research focuses on leader-follower relationships, workaholism, and employee well-being.

Yue will continue to explore this work with her research grant.



Alex Effinger is a PhD candidate studying Organizational Behavior and Human Resource Management at the University of Illinois Chicago (UIC). His research interests include servant leadership, leader-follower relations, and ethics. The Greenleaf Scholars award will support his research on follower outcomes related to servant leadership. Specifically,

his current research draws on Social Exchange Theory and Attribution Theory to investigate whether followers who emulate their leader's servant behaviors are regarded with appreciation or animus by their peers.



Nan Guo is a Ph.D. candidate in International Management Studies at the University of Texas at Dallas, studying Organizational Behavior. Her research contributes to resilience and crisis management. She explores this unique phenomenon through research on death awareness and proactivity amidst crises, the dynamics of supervisor-subordinate relationships, and the impact of human resource practices and systems with an emphasis on contextual factors. Her work has been published in the Journal of Applied Psychology, The International Journal of Human Resource Management, and the International Journal of Contemporary Hospitality. Nan's research will explore the emotional side of servant leadership, and whether this approach makes team members feel more energized, and/or perform better under pressure.



Sherrica Senewiratne is an Organizational Psychologist, and PhD candidate at Swinburne University, Melbourne, Australia. Sherrica's avid interest in servant leadership arose from her experiences in dealing with leaders who exhibit various leadership styles, which triggered an interest in investigating servant leadership and its impact on followers. Specifically, she is interested in servant leader well-being, with an emphasis on personal resources that can help to avoid feelings of depletion in servant leaders. This is the primary focus of her PhD studies, which she hopes will encourage further study around leader-specific outcomes that leads to greater awareness around resources that help leaders to cope during stressful situations. Sherrica believes leader well-being is an important area of research to ensure leaders are bringing their best selves to work and encouraging followers to do the same.



Jingyu Zhang is a Ph.D. candidate in Organizational Behavior and Human Resources Management at the University of Illinois Chicago. Her research focuses on examining how leader interactions (both with romantic partners and followers) influence leadership styles (e.g., servant leadership), leader identity, and leader behaviors at work. Jingyu's research has appeared in journals and conferences such as the Journal of Applied Psychology and the Academy of Management Annual Meeting.

About the Greenleaf Center: Established in 1964 by its namesake, Robert K. Greenleaf, the Greenleaf Center is a non-profit organization working to promote the awareness, understanding and practice of servant leadership. Through his seminal 1970 essay, *The Servant as Leader*, Greenleaf launched the

modern movement of servant leadership, challenging the traditional hierarchical approach to leadership by placing the primary emphasis on the well-being of others. Since 2019, the Center has been housed on the South Orange, New Jersey campus of Seton Hall University. Greenleaf maintains its independence and 501(c)(3) status, while benefiting from the University's rich tradition of service and preparing students to be leaders in a global society. The Center's signature programs include the virtual Greenleaf Academy, Greenleaf Research Scholars, the Coffee With Webinar Series, Next Generation Initiative, and Robert K. Greenleaf Public Policy Lecture.