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Gina Ligon joined Villanova University's Department of Psychology in 2006 as an assistant professor. Prior to coming to Villanova, Dr. Ligon worked at Psychological Associates, a management consulting firm in St. Louis, where she partnered with public, private, and not-for-profit organizations in the pharmaceutical, retail, medical, and energy industries. After implementing organizational initiatives involving leadership selection and development, Dr. Ligon's interest in aptitude-treatment-interactions and assessment intensified. Through her current research program, Dr. Ligon studies the development of outstanding leadership and innovation, specifically what constellation of experiences, knowledge, skills, abilities, and personality characteristics predict exceptional performance. In addition, she studies how organizations achieve innovative work/life effectiveness programs (e.g., flex time and job sharing) to help attract and retain talented workers. On a personal note, Ligon and her husband Derek have two children--Kate and Henry--and reside in Mount Laurel, New Jersey.

Education: Ph.D. Industrial/Organizational Psychology, Minor in Quantitative Statistics 2004, University of Oklahoma; M.S. Industrial/Organizational Psychology 2002, University of Oklahoma; B.S. Psychology, Minor in Spanish Southwestern Oklahoma State University 2000.

Research Areas of Interest: Leadership, innovation, work life balance, and violent and non-violent ideological organizations.

Recent Publications: "Managing the paradoxes of leading for innovation" (in press), *Psychology of Aesthetics, Creativity, and the Arts – Special Issue: Innovation in Organizations*, with Samuel T. Hunter, Christian Thoroughgood, and Anthony Myers. "Development of outstanding leadership: A life narrative approach" (2008), *The Leadership Quarterly*, with Samuel T. Hunter and Michael D. Mumford.