

## Curriculum Vitae

### Dorothy R. Carter, Ph.D.

Associate Professor  
Department of Psychology  
Michigan State University

### ACADEMIC APPOINTMENTS

Aug. 2022—Present Associate Professor, Psychology, Michigan State University  
Aug. 2021—May 2022 Associate Professor, Psychology, University of Georgia  
Aug. 2015—May 2021 Assistant Professor, Psychology, University of Georgia

### EARNED DEGREES

May 2016 Ph.D. Organizational Psychology, Georgia Institute of Technology  
Minor: Quantitative Psychology  
Dissertation: *The Motivational Drivers of Leadership Emergence in Multiteam Systems*  
Chair: Leslie DeChurch, Northwestern University  
Committee: Stephen Zaccaro, Ruth Kanfer, Frank Durso, Noshir Contractor  
❖ *Winner of the 2017 Alvah H. Chapman Jr. “Outstanding Leadership Dissertation Award” from the Academy of Management’s Network of Leadership Scholars*

May 2013 M.A. Organizational Psychology, Georgia Institute of Technology  
Thesis: *The Impact of Leadership Network Structure on Multiteam System Innovation*

Dec. 2009 B.S. Psychology, Wright State University, Magna cum Laude  
Minor: Business Management

### RESEARCH TOPICS

Team and multiteam system functioning and effectiveness, leadership emergence, effectiveness, and development, innovation, scientific teamwork, social network analysis, personality, motivation

### RESEARCH FUNDING

#### CURRENT GRANTS AND CONTRACTS

**Principal Investigator** – *Collaborative Agreement: Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance* (3/1/2019-2/28/2023). The National Science Foundation (NSF), Science of Organizations (SoO). **Carter, D.R. (PI, #1853470)**, Cullen-Lester, K. (PI, #1853404). Budget: \$356,810.

**Principal Investigator** – *Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks* (03/20/2018-03/21/2023). The National Aeronautics and Space Administration (NASA) #80NSSC18K0511, **Carter, D.R. (PI)**, Shuffler, M. (Co-I), Schechter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I). Budget: \$1,343,721.

**Institutional Principal Investigator** – *Cooperative Agreement: Next Generation Teams Research* (10/30/2019-04/30/2023). The U.S. Army Research Institute (ARI) #W911NF-19-2-0173. Salas, E. (PI), Thayer, A. (Co-I), **Carter, D.R. (Co-I)**, Shuffler, M. (Co-PI), Tannenbaum, S. (Co-PI). Budget: ~\$6,000,000

**Teams Research Consultant/Senior Personnel – PIPP Phase I: Heterogeneous Model Integration for Infectious Disease Intelligence** (08/01/2022-01/31/2024). The National Science Foundation. J. Drake (PI), Bogdan, E. (Co-PI), Rohani, P. (Co-PI), Han, B.A. (Co-PI), Nowak, G.J. (Co-PI). Budget: ~\$1,000,000

## **PREVIOUS GRANTS AND CONTRACTS**

**Co-Investigator – IGE: Toward an Interdisciplinary Blueprint for Open Science Graduate Education** (07/01/2020-06/30/2023). The National Science Foundation (NSF) #1955049. Quinn, D. (PI), Johnsen, K. (Co-I), Lazar, N. (Co-I), Welch-Devine (Co-I), & **Carter, D.R. (Co-I)**. Budget: \$498,929.

**Co-Investigator – Georgia Clinical and Translational Science Alliance (Georgia CTSA)** (10/01/2017-9/30/2022). The National Institutes of Health (NIH) #UL1TR002378. Taylor, W.R. (PI), Ofili, E.O. (PI), Garcia, A.J. (PI), Phillips, B.G. (PI), Blumberg, H.M. (PI). Budget \$51,141,485.

## **HONORS AND AWARDS**

### **RESEARCH HONORS AND AWARDS**

- 2020 **Winner of The Charles B. Knapp Early Career Scholar Award, The University of Georgia.** University-wide award recognizes “*outstanding accomplishment and evidence of potential future success in scholarship, creative work or research by an early career faculty member in the social and behavioral sciences.*”
- 2020 **Invited keynote speaker.** The 10<sup>th</sup> Anniversary Celebration for the “Women in Science Giving Circle Award” at Wright State University, Dayton, OH.
- 2019 **Winner of The Inaugural “Rising Star” in Leadership Research Award** from the Academy of Management’s Network of Leadership Scholars, sponsored by the Exeter Centre for Leadership, University of Exeter Business School, UK – Awarded annually “*to honor a junior scholar who is already making a significant contribution to the field of leadership*”
- 2019 **Consortium Research Fellow.** The Foundational Science Research Unit of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), June 2019-Present
- 2019 **Invited and Funded Participant,** small group meeting on “Female Leadership in Human and Mammalian Societies” at the Wissenschaftskolleg (WIKO) Institute in Berlin, Germany,
- 2018 **Winner of the 2018 Leadership Quarterly Best Paper Award** from the Academy of Management’s Network of Leadership Scholars and the Center for Creative Leadership (CCL)
- 2018 **Invited Chaired Symposium.** *Teamwork on the way to Mars: Organizational Psychology applied to deep space.* The Association for Psychological Science (APS) 30<sup>th</sup> Annual Convention, San Francisco, CA, May 2018.
- 2017 **Winner of the Alvah H. Chapman Jr. Outstanding Dissertation Award** from the Academy of Management’s Network of Leadership Scholars, sponsored by the Florida International University Center for Leadership (CFL) awarded annually to recognize “*the dissertation that makes an outstanding contribution to the field of leadership*” (Award: \$3000 and invited presentation at CFL, Miami, FL)
- 2017 **Fellow Status,** the William A. & Barbara R. Owens Institute for Behavioral Research (OIBR)
- 2017 **Invited Full Member,** The University of Georgia Informatics Institute (GII)
- 2017 **‘Showcase Symposium’** featured at the Annual Meeting of the Academy of Management
- 2015 **Winner of the Top Graduate Student Publication Award,** from the Georgia Institute of Technology, Psychology Department.

- 2014 **Best Paper Proceedings** of the 2014 Annual Meeting of the Academy of Management.
- 2012 **Symposium selected by three separate divisions and featured as a 'Showcase Symposium'** at the Annual Meeting of the Academy of Management
- 2012 **Visiting Scholar** (Spring 2012), Grenoble Ecole de Management, Grenoble, France
- 2010 **Winner of the Women in Science Giving Circle Award**, Wright State University, Dayton, OH.
- 2008 **Winner of the 2008 Best Undergraduate Paper Award**, The Midwestern Psychological Association Annual Conference, Chicago, IL.

#### **MEDIA RECOGNITION FOR RESEARCH:**

- Mann, A. (2019). "Traveling to Mars requires complicated teamwork." *UGA Today*; Also in: *The Daily Herald*, *Athens Banner Herald*, and *Department 12*.
- Hewer, M., & Sleek, S. (2018). "Teams in space: It isn't just rocket science." Cover story of the *Association for Psychological Science (APS) 2018 Observer*.
- Weir, K. (2018) "Building teamwork on NASA space missions." Feature profile article in the *American Psychological Association's (APA) Monitor on Psychology Magazine*.
- Frame, S. (2017). "Dorothy Carter explores a mission to Mars." Feature profile article in the *American Psychological Association (APA) Member Center*.

#### **TEACHING AND MENTORING AWARDS AND HONORS**

- 2022 **Academic Job Placement** – Cynthia Maupin (former Ph.D. student mentee): Assistant Professor of Management, University of Mississippi, Oxford, MI (starting Fall 2022)
- 2022 **Academic Job Placement** – Justin Jones (Ph.D. student mentee): Post-Doctoral Fellow, University of Florida, Warrington College of Business, Gainesville, FL (starting Fall 2022)
- 2022 **Academic Job Placement** – Alexandra Harris (former Ph.D. student co-mentee): Assistant Professor of Psychology, University of Oklahoma, Norman, OK (starting Fall 2022)
- 2021 **Chair of Award-Winning Dissertation** – Former PhD student mentee Cynthia Maupin (UGA, 2019) won the 2021 Alvah H. Chapman Jr. Outstanding Leadership Dissertation Award from the Academy of Management's Network of Leadership Scholars, sponsored by the Florida International University Center for Leadership (CFL)
- 2021 **Academic Job Placement** - Gouri Mohan (former visiting scholar mentee): Assistant Professor of Management, IÉSEG - Ecole de Commerce à Paris et Lille, Paris, France
- 2021 **Applied Research Job Placement** – Hayley Trainer (Ph.D. student mentee): Senior Research Scientist, Boeing
- 2020 **Outstanding Teaching Award**, UGA I/O Psychology Ph.D. Program
- 2020 **Positive Organizational Citizenship Award**, UGA I/O Psychology Ph.D. Program
- 2020 **Finalist, UGA Graduate School Outstanding Graduate Student Mentoring Award**
- 2020 **Career Center Acknowledgment for Making a Positive Impact on Student's Career**, UGA
- 2020 **Academic Job Placement** – Alexandra Harris (former Ph.D. student co-mentee): Post-Doctoral Fellow, Northwestern University, Evanston, IL.
- 2019 **Academic Job Placement** - Cynthia Maupin (former Ph.D. student mentee, UGA): Assistant Professor of Organizational Behavior, Binghamton University (SUNY), Binghamton, NY
- 2019 **Academic Job Placement** - Gouri Mohan (former visiting scholar mentee): Post-Doctoral Researcher, Ivey Business School, London, Ontario
- 2019 **Outstanding Teaching Award**, UGA I/O Psychology Ph.D. Program

- 2019 *Career Center Acknowledgment for Making a Positive Impact on Student's Career*, UGA  
 2018 *Research Fellowship, Army Research Institute*, Cynthia Maupin (Ph.D. student mentee)  
 2018 *Research Internship, Air Force Research Laboratory*, Hayley Trainer (Ph.D. student mentee)  
 2017 *Career Center Acknowledgment for Making a Positive Impact on Student's Career*, UGA

## **RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITIES**

### **REFERREED PUBLICATIONS**

† Denotes graduate student at time of collaboration (MSU or UGA student mentees underlined)

27. Liu, Y., Song, Y., †Trainer, H., **Carter, D.R.**, Zhou, L., Wang, Z., & Chiang, J.T., (in press). Feeling negative or positive about fresh blood? Understanding veterans' affective reactions toward newcomer entry in teams from an affective events perspective. *Journal of Applied Psychology*.
26. †Larson, L. Harris, A., **Carter, D.R.**, Asencio, R., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (in press). Staying apart to work better together: Team structure in cross-functional teams. *Academy of Management Discoveries*.
25. †Hyatt, C., †Listyg, B., †Owens, M., Carter, N.T., **Carter, D.R.**, Lynam, D.R., Harden, K.P., & Miller, J. (2022) Structural brain differences do not mediate the relations between gender and personality. *Journal of Personality*.
24. †Newton, D., †Chamberlin, M., †Maupin, C.K., Nahrgang, J., & **Carter, D.R.**, (2021). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*.
23. Cullen-Lester, K.L., Porter, C.M., †Trainer, H.M., †Solanelles, P., & **Carter, D.R.** (2021). Network structures of influence within organizations and implications for HRM. *Research in Personnel and Human Resources Management*, 39, 129-174.
- ❖ *Invited monograph*
22. Rollins, L., Llewellyn, N., Ngaiza, M., Nehl, E., **Carter, D.R.**, & Sands, J.M. (2021). Using the payback framework to evaluate the outcomes of pilot projects supported by the Georgia Clinical and Translational Science Alliance. *Journal of Clinical and Translational Science*. 5(1), E48.
21. **Carter, D.R.**, Cullen-Lester, C., †Jones, J.M., Gerbasi, A., Chrobot-Mason, D., & †Nae, E. (2020). Functional leadership in interteam contexts: Understanding 'what' in the context of why? where? who? and when? *The Leadership Quarterly*, 31, 101378-101397.
20. †Trainer, H.M., †Jones, J.M., †Pendergraft, J.G., †Maupin, C.K., & **Carter, D.R.** (2020). Team membership change events: A review and reconceptualization. *Group and Organization Management*, 45, 219-251.
- ❖ *Graduate student mentee first author*
19. Carter, N.T., †Harris, A.M., †Listyg, B., †Lowery, M.R., †Williamson, R.L., †Conley, K.M., †Maupin, C.K., King, R.T., & **Carter, D.R.** (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*, 105(9), 959–993.
18. Llewellyn, N., **Carter, D.R.**, DiazGranados, D., Pelfrey, C., Rollins, L., & Nehl, E. J. (2020). Scope influence, and interdisciplinary collaboration: The publication portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 Through 2017. *Evaluation and the Health Professions*. 43(3), 169-179.

17. †Pendergraft, J.G., **Carter, D.R.**, †Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (2019). Learning from the past to advance the future: The adaptation and resilience of NASA's spaceflight multiteam systems across four eras of spaceflight. *Frontiers in Psychology*, *10*, 1633-1655.
  - ❖ *Graduate student mentee first author; Special issue on dynamic views of teamwork*
16. Shuffler, M., & **Carter, D.R.** (2018). Teamwork in multiteam systems: Key lessons learned and future opportunities. *American Psychologist*, *73*(4), 390-406.
15. Carter, N.T., **Carter, D.R.**, & DeChurch, L.A. (2018). Implications of observability for the theory and measurement of shared emergent team properties. *Journal of Management*, *44*(4), 1398-1425.
14. †McMillan, J., Shockley, K.M., & **Carter, D.R.** (2018). Gender differences in SIOP Research Fellows' publication networks. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, *11*(3), 439-448.
  - ❖ *Graduate student first author*
13. Llewellyn, N., **Carter, D.R.**, Nehl, E. J., & Rollins, L. (2018) Charting the publication and citation impact of the NIH Clinical & Translational Science Award (CTSA) program from 2006-2016. *Academic Medicine*, *93*(8) 1162-1170.
12. Lungeanu, A., **Carter, D.R.**, DeChurch, L.A., & Contractor (2018). How team interlock ecosystems shape the assembly of scientific teams: A hypergraph approach. *Communication Methods and Measures*, *12*(2-3), 174-198.
11. Cullen-Lester, K.L., †Maupin, C.K., & **Carter, D.R.** (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*, *28*(1), 130-152.
  - ❖ *Winner of The Leadership Quarterly's "Best Paper of the Year Award"*
10. Shuffler, M., Kramer, W., **Carter, D.R.**, Thayer, A., & Rosen, M. (2017). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review*, *28*(4), 361-377.
9. Mesmer-Magnus, J., **Carter, D.R.**, Asencio, R. & DeChurch, L.A. (2016). Space exploration illuminates the next frontier for teams research. *Group and Organization Management*, *41*(5), 595-628.
8. Cutcher-Gershenfeld, J., Baker, K., Berente, N., **Carter, D.R.**, DeChurch, L., ... & Knight, E. (2016). Build it, but will they come? A geoscience cyberinfrastructure baseline analysis. *Data Science Journal*, *15*, 8.
7. **Carter, D.R.**, DeChurch, L.A., Braun, M. & Contractor, N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology*, *100*(3), 597-622.
  - ❖ *Designated as an "Integrative Conceptual Review" by Journal of Applied Psychology*
6. **Carter, D.R.**, Asencio, R., Wax, A., DeChurch L.A., & Contractor, N.S. (2015). Little teams big data: Big data provides new opportunities for teams research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *8*(4), 550-555.
5. Wax, A., Asencio, R., & **Carter, D.R.** (2015). Thinking big about big data. *I/O Psychology: Perspectives on Science and Practice*, *8*(4), 545-550.

4. Murase, T., **Carter, D.R.**, DeChurch, L.A., & Marks, M.A. (2014). Mind the gap: The role of leadership in multiteam system collective cognition. *The Leadership Quarterly*, 25(5), 801-1078.
3. **Carter, D.R.**, & DeChurch, L.A. (2012). Networks: The way forward for collectivistic leadership research. *I/O Psychology: Perspectives on Science and Practice*, 5, 412-415.
2. Asencio, R., **Carter, D.R.**, DeChurch, L.A., Zaccaro, S.J., & Fiore, S.M. (2012). Charting a course for collaboration: A multiteam perspective. *Translational Behavioral Medicine*, 2, 487-494.
1. Contractor, N.S., DeChurch, L.A., Carson, J., **Carter, D.R.**, & Keegan, B. (2012). The topology of collective leadership. *The Leadership Quarterly*, 23, 994-1011.

## CHAPTERS IN EDITED VOLUMES

† Denotes graduate student at time of collaboration (UGA and MSU students underlined)

12. **Carter, D.R.**, Cullen-Lester, K., †Solanelles, P., †Jones, J., & Wormington, S., (forthcoming). The strategic leadership networks enabling organizational agility. In S. Zaccaro, N. Hiller, & R. Klimoski (Eds.) *Senior leadership teams and the agile organization*. Routledge.
11. †Pearman, J. & **Carter, D. R.**, (forthcoming). The complex system of functional leadership in teams. In M. Larsson, D. Schedlitzki, B. Carroll, K. Lowe, & M. Bligh (Eds.). *The sage handbook of leadership*.
  - ❖ Graduate student mentee first author
10. †Jones, J. M., **Carter, D. R.**, & Contractor, N. (2021). A network approach to studying group communication. In S. J. Beck, J. Keyton, & M. S. Poole (Eds.). *The handbook of group and team communication research*.
  - ❖ Graduate student mentee first author
9. †Pendergraft, J.G., **Carter, D.R.**, †Trainer, H.M., †Jones, J.M., Shuffler, M., Schecter, A., DeChurch, L.A., Contractor, N. (2020). Supporting spaceflight multiteam systems throughout long-duration exploration missions: A countermeasure toolkit. In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and human performance in space programs*. (237-257). CRC Press.
  - ❖ Graduate student mentee first author
8. †Jones, J., †Mohan, G., †Trainer, H. & **Carter, D.R.**, (2020). The changing nature of teams. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge handbook of the changing nature of work*. (406-424). Cambridge University Press.
  - ❖ Handbook chapter, first three authors are graduate student mentees
7. †Smith, J.G., †Flynn, M.L., Shuffler, M.L., **Carter, D.R.**, & Thayer, A.L. (2020). Meetings as a facilitator of multiteam system functioning. In J. Allen, A. Meinecke, & N. Lehmann-Willenbrock (Eds), *Managing meetings in organizations (Research on Managing Groups and Teams, Vol. 20)* (pp. 231-250). Emerald Publishing Limited.
  - ❖ First two authors are graduate students
6. **Carter, D.R.**, Asencio, R., †Trainer, H., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (2019). State-of-the-science: Best practices for working in multiteam systems. In K. Hall, A. Vogel, & R. Croyle (Eds.). *Strategies for team science success* (391-400). Springer.
5. DeChurch, L.A., **Carter, D.R.**, Asencio, R., Wax, A. Seely, P.W., Dalrymple, K. Vaughn, S., Jones, B., & Plummer, G., Mesmer Magnus, J.R., (2018). From teams in organizations to organizing

in teams. In N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.), *The SAGE handbook of industrial, work, & organizational psychology* (pp. 307-332.). London, UK: Sage.

❖ *Handbook chapter*

4. Fiore, S.M., **Carter, D.R.**, & Asencio, R. (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In E. Salas, W.B. Vessey, and A.X. Estrada (Eds.), *Team cohesion: Advances in theory, methods, and practice* (pp. 271-301). Bingley, UK: Emerald Group.
3. †Montoya, A., **Carter, D.R.**, DeChurch, L.A., & Martin, J. (2015). The five perils of team planning: Regularities and remedies. In M. Frese & M. Mumford (Eds.), *Organization planning: The psychology of performance* (pp. 182-201). Organization & Mgt. series: Taylor & Francis.  
❖ *Undergraduate student mentee first author*
2. **Carter, D.R.**, & DeChurch, L.A. (2014). Leadership in multiteam systems: A network perspective. In D.V. Day (Ed.), *Oxford handbook of leadership* (pp. 483-505), Oxford University Press.  
❖ *Handbook chapter*
1. **Carter, D.R.**, Seely, P.W., †Dagosta, J., DeChurch, L.A., & Zaccaro, S.J. (2014). Leadership for global virtual teams: Facilitating teamwork processes. In R. Griffith & J. L. Wildman (Eds.), *Leading global teams* (pp. 225-252), Springer.

## REFEREED CONFERENCE PROCEEDINGS

†Denotes graduate student at time of collaboration (UGA and MSU students underlined)

5. Espinosa, A., Clark, M., **Carter, D.R.** (2017). Understanding shared familiarity and team performance through network analysis. *Proceedings of the 51<sup>st</sup> Hawaii International Conference on System Sciences (HICSS)*.
4. McDonald, J.D., DeChurch, L.A., Asencio, R., **Carter, D.R.**, Mesmer-Magnus, J.R., & Contractor, N. (2015). Team task switching: A conceptual framework for understanding functional work shifts. *Paper Proceedings of the Human Factors & Ergonomics Society (HFES) Conference*.
3. Shum, C., Zhou, L., **Carter, D.R.**, Shenjiang, M., & Chen, H. (2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision. *Paper Proceedings of the 74<sup>th</sup> Annual Meeting of the Academy of Management (AOM)*.
2. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (2014). Impact of leadership network structure on the creative output of multiteam systems. *Paper Proceedings of the 74<sup>th</sup> Annual Meeting of the Academy of Management (AOM)*.
1. DeChurch, L.A., **Carter, D.R.**, Zaccaro, S.J., Contractor, N.A. (2014). Leadership and governance approaches for complex cooperative settings. *Paper Proceedings of the North Atlantic Treaty Organization (NATO) Human Factors and Medicine Panel*.

## OTHER PUBLICATIONS

†Denotes graduate student at time of collaboration (UGA and MSU students underlined)

5. **Carter, D.R.**, & Carter, N.T. (January 2020). The 'academic's forum': An interview with Dr. Lillian T. Eby: The first female editor of the Journal of Applied Psychology. *The Industrial-Organizational Psychologist*. <https://bit.ly/38fESgc>

4. **Carter, D.R., & †Trainer, H. M.** (April 2019). The ‘academic’s forum’ column: The pros and cons of interdisciplinarity as a junior academic: How to decide when it’s worth it. *The Industrial-Organizational Psychologist*. <https://bit.ly/2MeGjo0>
3. **Carter, D.R., & †Maupin, C.K.** (Dec. 2018). The ‘academic’s forum’ column: On exciting ‘firsts’ in academia. *The Industrial-Organizational Psychologist*, <https://bit.ly/2YgouqL>
2. **Carter, D.R., & †Maupin, C.K.** (July 2017). Leadership IS a social network: Implications for security professionals. Invited article: *Centre for research and evidence on security threats (CREST) security review*. <https://bit.ly/30W3Fmo>
1. **Carter, D.R., & Cullen, K.** (February 2014). Preparing for Atlanta’s next BIG snow and other wicked challenges: Three insights for multiteam leadership. Invited blog post: *Leading effectively.com: Center for Creative Leadership blog*

## INVITED PRESENTATIONS

13. **Carter, D.R.** (May 2022). *Leadership network emergence, effectiveness, and development*. George Washington University, Industrial/Organizational Psychology Program, Washington DC
12. **Carter, D.R.** (March 2022). *Leadership network emergence, effectiveness, and development*. Hofstra University, Industrial/Organizational Psychology Program, Long Island NY
11. **Carter, D.R.** (January 2022). *Team and leadership network emergence, effectiveness, and development*. Rice University, Industrial/Organizational Psychology Program, Houston, TX
10. **Carter, D.R., Guevar, N., & Hiller, N.** (May 2020). *Leading well: Lessons, insights, and practices*. Webinar hosted by the Center for Leadership at Florida International University, Miami, FL
9. **Carter, D.R.** (February 2020). *Women in Science Award Keynote Address*. The 10<sup>th</sup> Anniversary of the Women in Science Giving Circle Award Program, Wright State University, Dayton, OH.
8. **Carter, D.R.** (February 2020). *Leadership networks in interdependent organizational systems*. Brownbag presentation at the Wright State University Psychology Department, Dayton, OH.
7. **Carter, D.R.** (February 2019). *Leadership in and as networks: The implications of gender for leadership networks in modern organizations*. Invited presentation at the Female Leadership in Human and Mammalian Societies Small Group Workshop, Wissenschaftskolleg zu Berlin (Institute for Advanced Study), Berlin, Germany.
6. **Carter, D.R.** (February 2019). *Harness the potential of your strategic leaders*. Invited webinar presentation for the Center for Creative Leadership, Greensboro, NC.
5. **Carter, D.R.** (May 2018). Project FUSION: Facilitating unified systems of interdependent organizational networks. In **D.R. Carter** (Chair). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium and presentation at the *Association for Psychological Science (APS) Conference*, San Francisco, CA
4. **Carter, D.R.** (April 2018). *Interteam leadership networks in cross-functional multiteam systems*. Invited presentation at Kogod School of Business, American University, Washington, D.C.
3. **Carter, D.R.** (April 2018). *Team priorities that lead and follow: Facilitating interteam leadership networks in cross-functional multiteam systems*. Invited presentation at the Florida International University Business School’s Center for Leadership, Miami, FL.
2. **Carter, D.R.** (December 2017). *Informatics as a general education and professional competency*. Invited presentation at the Georgia Informatics Institute (GII) Annual Conference, Athens, GA



1. **Carter, D.R.** (February 2018). *Leveraging the psychology of teamwork to help solve grand challenges*. Invited presentation at the University of Georgia Chapter of the Society for Human Resource Management (SHRM), Athens, GA.

## SYMPOSIA DISCUSSANT

3. Discussant & Session Facilitator: Carter, D.R., Cullen-Lester, K., & Zaccaro, S.J. (Oct 2020). *Leadership and status in teams*. Symposium at the Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Virtual.
2. Discussant: Kiker, J., & Xu, N. (Co-Chairs, August 2020) *Shared leadership in teams*. Symposium at the Academy of Management (AOM) Annual Meeting, Virtual.
1. Discussant: Park, S. & Roebuck, A. (Co-Chairs, April 2020) *Synergies between teams and social network literatures: Brokering the paradigms*. Symposium accepted to the Society for Industrial-Organizational Psychology (SIOP) Annual Conference, Virtual (Invited Discussant).

## SYMPOSIA CHAIRED

† Denotes graduate student at time of collaboration (UGA and MSU students underlined)

11. †Pendergraft J.G., †Mohan, G., **Carter, D.R.** (Co-Chairs) (July 2019). *Facilitating multiteam systems in high-stakes practical contexts*. The Interdisciplinary Network for Group Research (INGroup), Annual Conference, Lisbon, Portugal.
10. **Carter, D.R.** (Chair) (May 2019). *Facilitating multiteam system collaboration in high-stakes environments*. The European Association for Work and Organizational Psychology (EAWOP) Annual Congress. Turin, Italy,
9. **Carter, D.R.** (Chair) (May 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium at the Annual Convention of the Association for Psychological Science (APS). San Francisco, CA.
8. †Kim, Y.J. & **Carter, D.R.** (Co-Chairs) (August 2018). *Exploring team leadership effects via a motivational perspective*. The Academy of Management (AOM) Annual Meeting, Chicago, IL.
7. **Carter, D.R.** & Luciano, M. (Co-Chairs) (July 2016). *The paradox of multiteam work: Factors that pull systems apart and push teams together*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Helsinki, Finland.
6. †Maupin, C. K. **Carter, D.R.**, & Zhou, L. (Co-Chairs) (April 2016). *The intersection of leadership development and social contexts*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.
5. **Carter, D.R.** and †Plummer, G (Co-Chairs) (July 2015). *Grand groups: Multiteam systems solving 'grand challenges.'* The Interdisciplinary Network for Group Research (INGRoup), Annual Conference, Pittsburgh, PA
4. **Carter, D.R.** (Chair) (July 2013). *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. The Interdisciplinary Network of Groups Research (INGRoup) Annual Conference, Atlanta, GA.
3. **Carter, D.R.**, & DeChurch, L.A. (Co-Chairs) (April 2013). *Leading the way: Incorporating network analysis into leadership research*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Houston, TX.

2. **Carter, D.R.**, & Carter, N.T. (Co-Chairs) (August 2012). *Aligning team measurement practice with theory through novel analytic applications*. The Academy of Management (AOM), Annual Meeting, Boston, MA.
1. **Carter, D.R.**, & DeChurch, L.A. (Co-Chairs) (April 2012). *The power of collaboration: Investigations of multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.

## PRESENTATIONS AT NATIONAL/INTERNATIONAL CONFERENCES

† Denotes graduate student at time of collaboration (UGA and MSU students underlined)

88. **Carter, D.R.**, Schechter, A., †Pendergraft, J.G., & †Pearman, J. (August 2022). The impact of communication delay on team network connectivity. Paper presentation in S. Liu (Chair) *Time for change: A dynamic perspective of employee social networks*. Symposium at the Academy of Management Annual Meeting, Seattle, WA.
87. †Pendergraft, J.G., **Carter, D.R.**, †Pearman, J. & Shuffler, M.L. (July 2022). Project FUSION: NASA critical incidents reveal the nature of multiteam system adaptation. Paper presentation at the Interdisciplinary Network for Groups Research (INGRoup) Annual Conference, Hamburg, Germany.
86. Cullen-Lester, K., **Carter, D.R.**, Solanelles, P., Jones, J. & Wormington, S. (April 2022) *Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges*. Paper presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
85. †Gerkin, E., **Carter, D.R.**, DeChurch, L.A., & †Pearman, J. (April 2022). *Project RED: Learning to lead multiteam systems*. Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
84. †Pendergraft, J.G., **Carter, D.R.**, †Pearman, J. & Shuffler, M.L., (April 2022). *NASA critical incidents reveal the nature of spaceflight multiteam system adaptation* Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
83. Thayer, A., **Carter, D.R.**, Shuffler, M. Luciano, M., Brown, T., Tannenbaum, S., Salas, E., & Ruark, G. (April 2021). *Toward an innovative experimental paradigm for studying team staffing and composition*. In Alternative Session Research Incubator: Methodological challenges in team composition research. The Society for Industrial/Organizational Psychology (SIOP) Annual Conference.
82. †Pendergraft, J. **Carter, D.R.**, †Pearman, J., †Gerkin, E., Shuffler, M., DeChurch, L.A., Contractor, N., Schechter, A., Lungeanu, A., Landon, L., Burke, S., & Zaccaro, S. (February 2022). *Project FUSION: NASA Critical Incidents Reveal the Nature of Multiteam System Adaptation*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
81. **Carter, D. R.**, Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., Lungeanu, A., Landon, L., Burke, S., Zaccaro, S., †Pendergraft, J., †Trainer, H., †Jones, J., †Gerkin, E., †Pearman, J., †Alvarado, L., †Wolf, A., †Nelson, A., †Bergerowski, S., & †Hedrick, K. (January 2021). *Project FUSION: Supporting spaceflight multiteam system coordination and performance*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
80. †Pendergraft, J., **Carter, D.**, Shuffler, M., †Gerkin, E., †Trainer, H., †Jones, J., †Pearman, J., †Alvarado, L., †Wolf, A., †Nelson, A., †Bergerowski, S., & †Hedrick, K. (January 2021).

*Project FUSION: Historiometric study investigating adaptation in spaceflight multiteam systems.* Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.

79. †Wolf, A., Shuffler, M., **Carter, D.**, †Nelson, A., †Gerkin, E., †Melson-Silmon, A., †Bergerowski, S., †Hedrick, K., †Bryant, K., †Xoxakos, P., & Wiper, D. (January 2021). *Project FUSION: Field studies advancing debriefing recommendations for spaceflight multiteam systems.* Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
78. **Carter, D.R.** (January 2021). Supporting the multiteam systems taking us to the moon and beyond. American Association for the Advancement of Science (AAAS) Annual Meeting.
77. †Jones, J., Lester, H., Cullen-Lester, K., & **Carter, D.R.** (2020). *Do our multilevel models match our theories? Advanced multilevel models to represent heterogenous within-group dependencies.* Poster presentation at the Interdisciplinary Network for Group Research (INGRoup) Conference, Virtual.
76. †Alvarado, L., †Smith, J.G., Shuffler, M.L., **Carter, D.R.**, †Pendergraft, J., †Wolf, A.V., †DeMass, R., †Bryant, K., †Nelson, A., & †Pederson, T. (April 2020). *Blast from the past? Historiometry for understanding spaceflight multiteam systems.* Paper in M. Marcinkowski & S. Bell (Co-Chairs), Moon 2024: Translating research to practice for upcoming Artemis lunar exploration. The Society for Industrial-Organizational Psychology (SIOP) Annual Conference, Austin, TX.
75. **Carter, D.R.**, †Pendergraft, J.G., Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., †Trainer, H.M., †Jones, J.M., †Alvarado, L., †Smith, J., †Plummer, G., †Larson, L., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Development of a four-phase countermeasure toolkit to support spaceflight multiteam system performance.* Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.
74. †Pendergraft, J.G., †Alvarado, L., †Smith, J., **Carter, D.R.**, Shuffler, M., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Field studies providing a foundation of understanding about spaceflight multiteam system coordination and performance.* Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.
73. †Mohan, G., & **Carter, D.R.** (August 2019). *The longitudinal effects of motivation to lead.* Paper presentation at the Academy of Management (AOM) Annual Meeting, Boston, MA.
72. †Trainer, H.M., **Carter, D.R.**, Cullen-Lester, K., Frear, K., & †Jones, J.M. (August 2019). The followership gender gap. Paper presentation in Farro, A. (Chair). *Gender as a substantive variable in leadership studies: Individual and team level perspectives.* The Academy of Management (AOM) Annual Meeting, Boston, MA.
71. †Pendergraft, J.G., **Carter, D. R.**, †Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (July 2019). The adaptation & resilience of NASA's mission control center multiteam system across four eras of spaceflight. Paper presentation in †J. Pendergraft, †G. Mohan, & **D.R. Carter** (Co-Chairs). *Facilitating multiteam systems in high-stakes practical contexts.* The Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal.
70. †Maupin, C.K., Fitzhugh, S., & **Carter, D.R.** (July 2019) *Disruptive events and multiteam systems: Dynamic leadership and communication patterns.* Presentation at the Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal.
69. †Trainer, H. M., Liu, Y., **Carter, D.R.**, Zhou, L. & Che, X. (July 2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective.*

Paper presentation at the Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal

68. †Jones, J.M., †Mohan, G., **Carter, D.R.**, Cullen-Lester, K.L., & Frear, K. (July 2019). The drivers of strategic conversations in upper-echelon teams. Paper presentation in J. Grand (Chair), *Organizational Relational Networks*. The Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal
67. **Carter, D.R.**, †Pendergraft, J.G., †Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (May 2019). Learning from the past to advance the future: The evolution of NASA's mission control center multiteam system. Paper presentation in **Carter, D.R.** (Chair), *Facilitating multiteam system collaboration in high-stakes environments*. The European Association for Work and Organizational Psychology (EAWOP) Annual Congress. Turin, Italy.
66. †Mohan, G. & **Carter, D.R.** (April 2019). *Informational diversity, team identity, and leadership decentralization*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
65. †Trainer, H. M., **Carter, D.R.** (April 2019). *Leveraging longitudinal network analysis to evaluate interdisciplinary collaboration*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
64. †Jones, J. M., **Carter, D.R.**, Espinosa, J.A., & Clark, M.A. (April 2019). The impact of knowledge overlap networks on team coordination and performance. Paper presentation in Outland, N., Gupta, P. (Co-Chairs), *Frontiers of team cognition research: Empirical and computational approaches*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
63. Cullen-Lester, K., **Carter, D. R.**, Frear, K., Busenbark, J., †Jones, J., †Mohan, G., †Tawse, A., & †Listyg, B. (March 2019). *Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations*. Paper presentation at the Strategic Management Society Special Conference, Las Vegas, NV.
62. †Pendergraft, J.G., **Carter, D.R.**, †Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (January 2019). *Adaptation and resilience of a spaceflight multiteam system: Evolution of NASA's Mission Control Center*. Poster at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.
61. **Carter, D.R.**, Shuffler, M., DeChurch, L., Contractor, N.S., Schechter, A., Zaccaro, S.J., Burke, S., Landon, L., Lungeanu, A., †Pendergraft, J., †Trainer, H., †Jones, J., †Larson, L., & †Niler, A. (January 2019). *Developing a toolkit for facilitating spaceflight multiteam system coordination*. Poster at the NASA Human Research Program Investigator's Workshop (IWS), Houston, TX.
60. Carter, N.P., **Carter, D.R.**, Carter, N.T., Opitz, R., & Barnes, A. (December 2018). *Cash crops and snake kings: Integrating archeology, epigraphy, and network analysis in the Southern May Mountains*. Paper presentation at the "Connected Past" Multi-Disciplinary Conference on Network Analysis and History, Oxford University, United Kingdom.
59. †Trainer, H., Liu, Y., **Carter, D.R.**, †Pendergraft, J., & Zhou, L. (August 2018). Effects of team veterans' perceptions of newcomers on integration and performance. Paper presentation in Trainer, H., Liu, Y. (Chairs) *Leveraging an interactionist perspective to understand newcomer socialization*. The Academy of Management (AOM) Annual Meeting, Chicago, IL.
  - ❖ *Featured as part of an "All Academy Program" session at the Annual Meeting of the Academy of Management*

58. †Kim, Y.J., **Carter, D.R.**, †Maupin, C.K., & Hoffman, B.J. (August 2018). The trickle-down effects of leader-member exchange in multilevel organizations. Paper presentation in †Kim, Y.J. & **Carter, D.R.**, (Co-Chairs) *Exploring team leadership effects via a motivational perspective*. The Academy of Management (AOM) Annual Meeting, Chicago, IL.
57. **Carter, D.R.** (May 2018). Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks. Paper presentation in **D.R. Carter** (Chair). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. The Association for Psychological Science (APS) Annual Convention, San Francisco, CA.
56. †Maupin, C.K., Cullen-Lester, K.L., Gerbasi, A., & **Carter, D.R.** (May 2018). *Thriving across boundaries: The moderating effect of formal and informal leadership*. Paper presentation at the International Perspectives on Leadership (IPL) Conference, Chania, Greece.
55. **Carter, D. R.**, Llewellyn, N.M., Nehl, E.J. & Rollins, L. (April 2018). *Evolution of the interdisciplinary co-citation network supported by the Georgia Clinical and Translational Science Alliance Program*. Poster at the Translational Science Conference, Washington DC.
54. Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April 2018). *A qualitative and quantitative summary of the content of publications supported by the National CTSA Program: Diversity, scope, and interdisciplinarity*. Poster at the Translational Science Conference, Washington DC.
53. Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April 2018). *Charting the publication and citation impact of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 through 2016*. Poster at the Translational Science Conference, Washington DC.
52. Rollins, L. Llewellyn, N.M., **Carter, D. R.**, & Nehl, E.J. (April 2018). *An application of the payback framework to evaluate the outcomes of pilot projects supported by the Atlanta Clinical and Translational Science Institute*. Poster at the Translational Science Conference, Washington DC.
51. **Carter, D.R.**, Shuffler, M., Schecter, A., DeChurch, L.A., Contractor, N., Burke, S., Zaccaro, S. J., Landon, L., Trainer, H., & Pendergraft, J. (January 2018). *Project FUSION: Facilitating unified systems of interdependent organizational networks*. Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX
50. †Trainer, H. M., & **Carter, D.R.** (August 2017). The impact of shared governance on nurses' well-being. Paper presentation in P. Farago & D. DiazGranados (Co-Chairs). *Changing the conversation: Helping healthcare workers grow through change*. The Academy of Management (AOM) Annual Meeting, Atlanta, GA.
49. †Newton, D., Nahrgang, J., †Maupin, C.K., †Chamberlin, M. & **Carter, D.R.** (August 2017). The influence of voice on personal reputation and leader emergence. Paper presentation in R. Sinha and C. Chiu (Co-Chairs). *A network approach to understanding team leadership*. The Academy of Management (AOM) Annual Meeting, Atlanta, GA.
- ❖ *Featured as part of a "Showcase Symposium"*
48. †Maupin, C.K., & Carter, D.R. (July 2017). The impact of teams' interteam leadership structures on intrateam performance. Paper presentation in S. Dubrow, C.K., †Maupin, & S.J. Zaccaro (Chairs). *Crossing boundaries in organizations: A social network approach*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, St. Louis, MO.
47. †Trainer, H., †Agbonghae, C., †Maupin, C.K., **Carter, D.R.**, Nehl, E.J., & Llewellyn, N. (July 2017). Building institutional partnerships to advance clinical and translational science. Paper

presentation in M. L. Shuffler & W. S. Kramer (Chairs). *Creating expert teams: Advancing science team dynamics with I/O Psychology*. The Interdisciplinary Network for Group Research (INGroup) Annual Conference, St. Louis, MO.

46. †Gibson, Z. M., **Carter, D. R.**, & DeChurch, L. A. (May 2017). *Little Words and Big Goals: Semantic Indicators of Leadership in Multiteam Systems*. Paper presentation at the International Communication Association (ICA) Annual Conference, San Diego, CA.
45. †Maupin, C.K., & **Carter, D.R.** (May 2017). *Teamwork relationships in multiteam systems*. Poster presentation at the European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
44. **Carter, D.R.**, & DeChurch, L.A. (May 2017). *The impact of team priorities on inter-team leadership claims and grants in multiteam systems*. Paper presentation at the Interdisciplinary Perspectives on Leadership (IPL) Annual Conference, Mykonos, Greece.
43. **Carter, D.R.** (April 2017). A semantic network analysis approach to studying leadership emergence. Paper presentation in C.P.R. Scott & J.L. Wildman (Chairs). *Cutting edge perspectives of shared leadership networks*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Orlando, FL.
42. Nehl, E.J, Llewellyn, N., Rollins, L., & **Carter, D.R.** (October 2016). *Dealing with complexity in tracking program/service data in clinical & translational research/science organizations*. Webinar paper presentation for the Association for Clinical and Translational Science, ACTS Evaluators Special Interest Group.
41. **Carter, D.R.**, & DeChurch, L.A. (Sept 2016). *A semantic network analysis approach to studying leadership system emergence*. Paper presentation at the Co-Lead Net Small Group Conference on Collective Approaches to Leadership, New York University, Wagner School of Public Service.
40. **Carter, D.R.**, †Gibson, Z.M., & DeChurch, L.A. (August 2016). *Big motives and little words: Antecedents of leader emergence in multiteam systems*. Paper presentation at the Academy of Management (AOM) Annual Meeting, Vancouver, CA.
39. **Carter, D.R.** & DeChurch, L.A. (July 2016). Priorities that lead and follow: The impact of team priorities on interteam leadership emergence. Paper presentation in M. Luciano and D.R. Carter (Co-Chairs), *The paradox of multiteam work: Factors that pull systems apart and push teams together*. The Interdisciplinary Network for Group Research (INGroup) Annual Conference, Helsinki, Finland.
38. **Carter, D.R.** (April 2016). The principles of leadership system emergence: A conceptual framework. Paper presentation in M. T. Braun (Chair). *Who follows whom? Predicting the emergence of informal leader-follower networks*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.
37. †Maupin, C. K., †Clauson, M., Carter, N.T., & **Carter, D.R.** (April 2016). *Too soon to say: Measuring emergent constructs for nascent teams*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.
36. †Maupin, C. K., Cullen, K.L., & **Carter, D.R.** (April 2016). Developing, shaping, and co-creating: Leveraging relationships for leadership development. Paper presentation in L. Zhou, C.K. Maupin, & **D.R. Carter** (Co-Chairs). *The intersection of leadership development and social contexts*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.

35. †Robotham, K., †Gibson, Z., **Carter, D.R.**, Kanfer, R., & DeChurch, L.A. (April 2016). Origins of synchrony emergence in teams. Paper presentation in G. Plummer and L.A. DeChurch (Co-Chairs) *Novel ways to understand and assess teamwork*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.
34. **Carter, D.R.**, McDonald, J., Asencio, R., Plummer, G., Mesmer-Magnus, J., & DeChurch, L. A. (July 2015). *New frontiers for teams research: Space exploration reveals seven inconvenient truths about teams*. Paper presentation at the Interdisciplinary Network for Group Research (INGRoup), Annual Conference, Pittsburgh, PA.
33. †Gibson, Z., **Carter, D.R.**, Jones, B.R., & DeChurch, L.A. (July 2015). Big motives and little words predict leader emergence in multiteam systems. Paper presentation in A. Schechter and B. Jones (Co-Chairs) *Teams and text*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Pittsburgh, PA.
32. **Carter, D.R.** (July 2015). A grand multiteam challenge: Data sharing in the geosciences. Paper presentation in **D.R. Carter** and G. Plummer, (Co-Chairs) *Grand groups: Multiteam systems solving grand challenges*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Pittsburgh, PA.
31. Carter, N. T., †Guan, L., & **Carter, D. R.** (April 2015). Using multilevel IRT to understand team construct emergence. Paper presentation in A. D. Mead (Chair) *Innovative IRT models for organizational research and practice*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Philadelphia, PA.
30. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August 2014). *Impact of leadership network structure on the creative output of multiteam systems*. Paper presentation at the Academy of Management (AOM) Annual Meeting, Philadelphia, PA.
  - ❖ *Selected for Best Paper Proceedings of the 2014 AOM Annual Conference*
29. Shum, C., Zhou, L. **Carter, D.R.**, (August 2014). *Influence of subordinates' and supervisors' network positions on the effect of abusive supervision*. Paper presentation at the Academy of Management (AOM) Annual Meeting, Philadelphia, PA.
  - ❖ *Selected for Best Paper Proceedings of the 2014 AOM Annual Conference*
28. **Carter, D.R.**, Asencio, R. †Gibson, Z., DeChurch, L.A., & Zaccaro, S.J. (May 2014). Science teams in context: Countervailing forces in translational multiteam systems. Paper presentation in J. Mathieu & M. Lucianco (Co-chairs). *Ordering the complexity: Establishing key differences in multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
27. Medvin, E.S., Pacic, E., Zaccaro, S.J., DeChurch, L.A., **Carter, D.R.**, & Chen, T.R. (May 2014). An integrated approach to the leadership and innovation relationship. Paper presentation in E.S. Medvin, E. Pacic, & S.J. Zaccaro (Co-Chairs). *Leading for Creativity and Innovation*. The Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.
26. Braun, M., DeChurch, L.A., & **Carter, D.R.** (May 2014). Measuring shared leadership: A computational modeling study. Paper presentation in J.A. Grand & G.T. Chao (Co-Chairs). *Computational modeling: Advancing research on team dynamics*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
25. Contractor, N., DeChurch, L.A., Asencio, R., & **Carter, D.R.** (May 2014). Big data: Motivating theories and methods to understand teams. Paper presentation in L.A. DeChurch & R. Asencio

- (Co-Chairs). *Little teams, big data: Understanding teams using digital traces*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
24. †Gibson, Z., **Carter, D.R.**, Braun, M., †Montoya, A. & DeChurch, L.A., (Nov. 2013) *Using machine learning techniques to understand team processes*. Paper presentation at the Computational Social Science (CSS) Conference, Emory University, Atlanta, GA.
23. Lungeanu, A., Contractor, N., **Carter, D.R.**, & DeChurch, L.A. (July 2013). A hypergraph approach to understanding the assembly of scientific research teams. Paper presentation in **D.R. Carter** (Chair) *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Atlanta, GA.
22. Braun, M.T., DeChurch, L.A., **Carter, D.R.** (2013, May). *The ties that lead teams: Social network metrics of collective leadership*. Paper presentation at the International Network for Social Network Analysis (SUNBELT) Annual Meeting, Hamburg, Germany
21. **Carter, D.R.**, DeChurch, L.A., Contractor, N., & Carson, J. (April 2013). A framework for understanding collective leadership through network analysis. Paper presentation in L.A. DeChurch & **D.R. Carter** (Co-Chairs). *Leading the way: Incorporating network analysis into leadership research*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Houston, TX.
20. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S. (October 2012). *Leading innovation in multiteam systems*. Paper presentation at the European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting on Multiteam Systems, Varenna, Italy.
19. Carter, N.T., **Carter, D.R.**, & DeChurch, L. (August 2012). IRT-based evidence of team construct measurement quality and emergence. Paper presentation in N.T. Carter & **D.R. Carter** (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications*. The Academy of Management (AOM) Annual Meeting, Boston, MA.
18. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August 2012). Emergent leadership network structures in global virtual teams: Impact on innovation. Paper presentation in E. Campbell-Bush & K. Bartol (Co-Chairs), *Advances in highly virtual teams: Key composition, leadership, and shared process components*. The Academy of Management (AOM) Annual Meeting, Boston, MA.
- ❖ *Accepted by 3 divisions of AOM and featured as a "Showcase Symposium."*
17. DeChurch, L.A., Zaccaro, S.J., **Carter, D.R.**, Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (August 2012). *Innovating within and across teams, through time and space: A multiteam-network perspective*. Paper presentation at the American Psychological Science (APS) Annual Meeting, Chicago, IL.
16. Kalinoski, Z., Steele-Johnson, D., Clark, P., & **Carter, D.R.** (August 2012). *Proactive personality scale: Assessing factor structure and equivalence across groups*. Poster at the American Psychological Association (APA) Annual Conference, Orlando, FL.
15. **Carter, D.R.**, & DeChurch, L.A. (April 2012) *MTS leadership from a network perspective*. Paper presentation in **D.R. Carter**, & L.A. DeChurch (Co-Chairs), *The power of collaboration: Investigations of multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.
14. DeChurch, L.A., Zaccaro, S.J., **Carter, D.R.**, Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (April 2012). Development of coordination norms in globally distributed



multiteam systems. Paper presentation in **D.R. Carter**, & L.A. DeChurch (Co-Chairs), *The Power of Collaboration: Investigations of Multiteam Systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.

13. DeChurch, L.A., **Carter, D.R.**, Zaccaro, S.J., Chollet, B., McCausland, T., & Holland, S. (March 2012). *Innovate against time: Leadership structures in multiteam systems*. Presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach, CA.
12. Lungeanu, A., Murase, T., **Carter, D.R.**, & Contractor, N. (March 2012). *A hypergraph approach to understanding the assembly of scientific research teams*. Presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach, CA.
11. Chollet, B., DeChurch, L., **Carter, D.R.**, Asencio, R., & Zaccaro, S. (March 2012). *Networking the competition: How inter-project networks improve innovation*. Paper presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach.
10. DeChurch, L.A., McCausland, T., Wax, A., **Carter, D.R.**, Holland, S., Chollet, B., & Zaccaro, S.J., (Feb 2012). *Network formation and change in global multiteam systems*. Poster at the Organizational Science Winter Conference (OSWC), Colorado Springs, CO.
9. **Carter, D.R.**, Bedwell, W., Sierra, M.J., & Smith-Jentsch, K.A. (July 2011). *Organizational analysis for long-duration spaceflight teams: An MTS perspective*. Poster at the Interdisciplinary Network for Group Research (INGroup) Conference, Minneapolis, MN.
8. **Carter, D.R.**, Smith-Jentsch, K.A., Sierra, M.J., Bedwell, W.L., Weaver, S.J., Dietz, A. S., Oglesby, J., Fiore, S., & Salas, E. (2011, May). *Long duration space flight work characteristics: A team task analysis*. Poster at the International Symposium on Aviation Psychology, Dayton, OH.
7. Sierra, M.J., **Carter, D.R.**, & Smith-Jentsch, K.A. (May 2011). *Meeting the needs of long-duration spaceflight crews through guided team self-correction*. Poster at the International Symposium on Aviation Psychology, Dayton, OH.
6. Sierra, M.J., **Carter, D.R.**, Smith-Jentsch, K.A., & Salas, E. (April 2011). *The Application of guided team self-correction in long-duration spaceflight*. Poster at the Humans in Spaceflight Annual Symposium, Houston, TX.
5. Sierra, M.J., Smith-Jentsch, K.A., **Carter, D.R.**, Weaver, S.J., & Bedwell, W.L. (April 2011). *Disentangling the unique effects of Team Dimensional Training's design elements*. Poster at the Society for Industrial-Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
4. Kalinoski, Z., Steele-Johnson, D., Claflin, D., & **Carter, D.R.** (May 2010) *Are all errors created equal? Effects of errors on performance*. Poster Association for Psychological Science (APS) Annual Convention, Boston, MA.
3. Kalinoski, Z., Steele-Johnson, D., **Carter, D.R.**, & Leas, K. (April 2010) *Personality, self-efficacy, and planning effects on performance: A process model*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Atlanta, GA.
2. **Carter, D.R.**, & Steele-Johnson, D. (May 2009). *Effects of systematic exploration and proactive personality on performance*. Poster at the Midwestern Psychological Association (MPA) Annual Conference, Chicago, IL.
1. **Carter, D.R.**, Steele-Johnson, D. & Claflin, D. (May 2008). *Exploring learning strategies during training on a truck-dispatcher task*. Poster at the Midwestern Psychological Association (MPA) Annual Conference, Chicago, IL.

❖ *Winner of the 2008 Best Undergraduate Paper Award at the MPA Annual Conference*

## WORKSHOPS FACILITATED AT NATIONAL OR INTERNATIONAL CONFERENCES

8. **Carter, D.R.**, Shuffler, M. & Begerowski, S. (August 2022) *Facilitating effective interdisciplinary research: A multiteam systems approach*. Professional Development Workshop at the Science of Team Science annual conference. Virtual, August 2022.
7. **Carter, D.R.**, Shuffler, M., Begerowski, S., & Trainer, H. (June 2021) *Facilitating effective interdisciplinary research: A multiteam systems approach*. Professional Development Workshop at the Science of Team Science annual conference. Virtual, June 2021.
6. **Carter, D.R.**, Mesmer-Magnus, J., Asencio, R., & Wax, A. (August 2018) and I. Gokhman, & L.A. DeChurch (Co-Chairs). *Innovations in teaching teamwork*. Professional Development Workshop at the Academy of Management (AOM) Annual Meeting, Chicago, IL.

## PANEL DISCUSSIONS AND COMMUNITY OF INTEREST SESSIONS AT NATIONAL OR INTERNATIONAL CONFERENCES

(Panelists listed alphabetically)

9. **Carter, D.R.**, Contractor, N., Lazar, M., Lungeanu, A., Maupin, C.K., Zaccaro, S.J., Zara, D., (Panelists). In P. Solanelles & K. Cullen-Lester (Co-Chairs). *Caucus on the topic of team assembly*. Academy of Management Annual Meeting, Seattle, WA, August 2022.
8. Arena, M., **Carter, D.R.**, Johnson, G., McDowell, T., Padalia, C., & Young, S. (Panelists) In T. Davis and G. Burns (Co-Chairs). *The networked paradigm in organizations*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Austin, TX, April 2020.
7. Burke, S., **Carter, D.R.**, Contractor, N., Kennedy, D., (Panelists) In T. Maynard (Chair). *Teamwork research in space*. Panel discussion at the Interdisciplinary Network of Group Research (INGRoup) Annual Conference, Lisbon, Portugal, July 2019.
6. Caylor, J., **Carter, D.R.**, England, K., Sabat, I.E., Wax, A., & Wildman, J.L. (Panelists), N.S. Duong (Chair). *We're here, we're queer, and we're on your team: Studying LGBT issues in teams*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Conference, Washington, DC. April 2019.
5. **Carter, D.R.**, Goodwin, G.F., Perry, S., Ruark, G., Watson, D., & Zaccaro, S.J., (Panelists), and M. McCusker (Chair). *Teams research needs for military contexts*. Panel at the Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Washington, D.C., July 2018.
4. Balkundi, P., **Carter, D.R.**, Contractor, N., DeChurch, L.A., & Slaughter, A. (Panelists). In K. Sodhi, A. Petruzzelli, & A.L. Thayer (Co-Chairs). *Using social network analysis to understand complex teams*. Panel discussion at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL, April 2018.
3. **Carter, D.R.**, Krauss, A., & Dalal, D. (Community of Interest Facilitators). *Collaborating across scientific disciplines: Making I/O more cross-disciplinary*. Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, April 2018.
2. **Carter, D.R.**, & Cullen, K. (Co-Chairs). *Network approaches to governance and leadership*. Caucus assembly at the 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA, August 2016.
1. Caligiuri, P., **Carter, D.R.**, Dickson, M. W., Griffith, R. L., & Steelman, L.A. (Panelists). In J. Wildman (Chair), *Leading global teams: Translating science into practice*. Panel discussion at the Society for Industrial and Organizational Psychology Conference: Honolulu, HI, May 2014.

## **INSTRUCTION AND MENTORING**

### **NEW COURSES AND EXECUTIVE EDUCATION WORKSHOPS DEVELOPED AT UGA UNDERGRADUATE LEVEL, UGA PSYCHOLOGY DEPARTMENT:**

PSYC 5100/3900H: Team Leadership Honors Seminar (New course, first offered Fall 2017)

PSYC 5100: Psychology of Social Networks Honors Seminar (New course, first offered Spring 2017)

PSYC 4200: Social Psychology (Existing course, redesigned and first offered Fall 2015)

### **PHD LEVEL, UGA INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM:**

PSYC 8990: Current Issues in I/O Psychology PhD Seminar (New course, first offered Spring 2019)

PSYC 8990: Teams, Leadership, & Networks PhD Seminar (New course, first offered Fall 2016)

### **PROFESSIONAL MASTER'S LEVEL (UGA PROFESSIONAL MASTER'S IN INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY PROGRAM):**

PSYC 6813: Teams and Diversity, Master's-Level Seminar (New course, first offered Summer 2017)

### **EXECUTIVE MASTER'S IN BUSINESS ADMINISTRATION (UGA TERRY COLLEGE OF BUSINESS EMBA PROGRAM):**

EMBA 7410: Org. Behavior & Leadership (Existing course, redesigned & first offered Fall 2021)

### **EXECUTIVE EDUCATION CLIENT-FOCUSED WORKSHOPS (UGA TERRY COLLEGE OF BUSINESS EXEC ED PROGRAM):**

Managing Challenging Conversations with Clients (Executive Education Session: May 2020)

Leading Effective Teams (Executive Education Sessions: Aug 2021, Sept 2021, Oct 2021, Nov 2021)

## **COURSE EVALUATIONS**

Table 1. Summary of Student Responses to the Question: "How would you rate this instructor?"  
(Likert-type rating scale: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very Good, 5 = Superior)

<b>Course</b>	<b>Semesters</b>	<b>Mean Rating</b>	<b>Number of Ratings</b>	<b>Total Enrollment</b>
PSYC5100/3900H: Team Leadership Honors/Senior Seminar in Psychology	Fall 2019 Fall 2018 Fall 2017	4.88	45	81
PSYC 5100: Psychology of Social Networks Senior Seminar in Psychology	Fall 2019 Spring 2018 Spring 2017	4.87	31	69
PSYC 4200: Social Psychology	Fall 2020 Fall 2017 Spring 2017 Summer 2016 Spring 2016	4.47	329	645

PSYC6813: Teams and Diversity, Seminar in the UGA Professional Master's in I/O Psychology Program	Summer 2019 Summer 2018 Summer 2017	4.88	24	51
EMBA7410: Organizational Behavior, Executive MBA Program, Terry College of Business	Fall 2021	5.00	7	35
PSYC 8990: Current Issues in I/O Psychology PhD Seminar	Fall 2021 Spring 2019	5.00	14	7
PSYC 8990: Teams, Leadership, & Social Network Analysis PhD Seminar	Fall 2021 Spring 2020 Fall 2018 Fall 2016	4.94	24	26

## MENTORSHIP OF INDIVIDUAL GRADUATE STUDENTS

### ***MENTORSHIP OF MSU PSYCHOLOGY PH.D. STUDENTS***

**Emily Gerkin**, Began UGA PhD program Fall 2019. Master's Thesis (UGA): *Project RED: Learning to lead multiteam systems*. Thesis Defense: May 2022. MSU PhD Graduation (expected): May 2024. Grant-Funded Research Experience: Lead graduate student researcher on ARI cooperative agreement #W911NF-19-2-0173.

**Joshua Pearman**, Began PhD program Fall 2020. Master's Thesis (UGA): *Examining the structure of openness to experience*. Thesis Defense: May 2022. PhD Graduation (expected): May 2025. Grant-Funded Research Experience: Lead graduate student researcher on ARI cooperative agreement #W911NF-19-2-0173.

### ***MENTORSHIP OF UGA PSYCHOLOGY PH.D. STUDENTS***

**Cynthia Maupin, Ph.D.**, Began PhD program August 2014; Master's Thesis (UGA): *The impact of inter-team leadership structures on intra-team performance*. Master's Thesis Defense: May 2017. Comprehensive Examination Defense: November 2017. Dissertation (UGA): *Disruptive events and multiteam systems: The impact of adaptive communication and leadership structures on system performance* (Winner of the 2021 Alvah H. Chapman Jr. Outstanding Dissertation Award from the Academy of Management's Network of Leadership Scholars sponsored by the Florida International University Center for Leadership). Dissertation Defense: July 2019. Fellowship Placement: Doctoral Research Fellow at the United States Army Research Institute: January 2018-July 2019. Academic Job Placements: Tenure-Track Assistant Professor of Organizational Behavior and Leadership at Binghamton University (SUNY), Binghamton, New York, August 2019-July 2022. Tenure-Track Assistant Professor of Organizational Behavior, University of Mississippi, Oxford MI, beginning August 2022.

**Hayley Trainer, M.S.**, Began PhD program August 2016. Master's Thesis (London School of Economics and Political Science): *The effects of shared governance council participation on self-efficacy, psychological safety, and counterproductive work behavior in UK nurses*. Master's Thesis Defense: November 2016. Comprehensive Examination Defense: March 2020. PhD Graduation (expected): May 2021. Grant-Funded Research Experience: Graduate student researcher on ARI project #W911NF-19-2-0173 (PI: Salas) and lead graduate student researcher on NIH grant #UL1TR002378 (PI: Taylor). Internship Placement: Research Fellow

at the Wright Patterson Air Force Base Research Center, June 2018-August 2018. Current Placement: Senior Organizational Researcher, Boeing.

**Justin Jones, M.S.**, Began PhD program August 2018. Master's Thesis (Western Kentucky University); Master's Thesis: *The influence of a proposed margin criterion on the accuracy of parallel analysis in conditions engendering under-extraction*. Comprehensive Examination Defense: May 2022. PhD Graduation (expected): May 2022. Grant-Funded Research Experience: Lead graduate student researcher on NSF project #1853470 (PI: Carter). Internship Placement: The University of Florida Warrington College of Business (Mentors: Mo Wang and Gwen Lee). Academic Job Placement: Post-Doctoral Fellow, The University of Florida Warrington College of Business, Beginning Fall 2022.

**Jacob Pendergraft**, Began PhD program August 2017. Master's Thesis (UGA): *Adaptation in spaceflight multiteam systems*. Thesis Defense: November 2021. PhD Graduation (expected): May 2023. Grant-Funded Research Experience: Lead graduate student researcher on NASA project #80NSSC18K0511.

#### ***MENTORSHIP OF VISITING SCHOLAR PH.D. STUDENTS***

**Gouri Mohan, Ph.D.**, Visiting International Scholar at the UGA LINC Lab from March 2018—July 2019. Dissertation (IESE Business School, Barcelona): *Emergence of individual and collective leadership in self-managing and diverse teams: An investigation of multiple antecedent conditions*. Defense: September 2019. Previous Academic Job Placement: Post-Doctoral Researcher at Ivey Business School, London, Ontario, Canada (Fall 2019-Spring 2021); Current Academic Job Placement: Tenure-Track Assistant Professor of Management IESEG - Ecole de Commerce à Paris et Lille, Paris, France (beginning Fall 2021).

#### **SERVICE ON DISSERTATION, COMPREHENSIVE EXAM, AND THESIS COMMITTEES:**

##### ***DISSERTATIONS CHAIRED – THE UNIVERSITY OF GEORGIA***

Cynthia Maupin, Defended: July 2019

Hayley Trainer, *in progress*

Justin Jones, *in progress*

##### ***DISSERTATION COMMITTEES – THE UNIVERSITY OF GEORGIA***

Ada Guan, Chair: Nathan Carter, Defended: August 2018

Megan Lowery, Chair: Nathan Carter, Defended: November 2019

Jeremiah McMillan, Chair: Nathan Carter, Defended: December 2019

Alexandra Harris, Chair: Nathan Carter, Defended: July 2020

Yi Fan, Chair: Nathan Carter, Defended: September 2020

Young Jae Kim, Chair: Brian Hoffman, Defended: November 2021

Kate Conley, Chair: Nathan Carter, Defended: June 2022

##### ***DISSERTATION COMMITTEES – NORTHWESTERN UNIVERSITY***

Ashley Niler, Chair: Leslie DeChurch, Defended: June 2020

##### ***COMPREHENSIVE EXAM COMMITTEES CHAIRED – THE UNIVERSITY OF GEORGIA***

Cynthia Maupin, Defended: November 2017

Hayley Trainer, Defended: March 2020

Justin Jones, Defended: May 2021

## **COMPREHENSIVE EXAM COMMITTEES – THE UNIVERSITY OF GEORGIA**

Young Jae Kim, Chair: Brian Hoffman, Defended: April 2018  
Olivia Vande Griek, Chair: Lillian Eby, Defended: November 2018  
Alexandra Harris, Chair: Nathan Carter, Defended: November 2018  
Jorge Lumbreras, Chair: Brian Hoffman, Defended: April 2020  
Nicholas Haynes, Chair: Malissa Clark, Defended: November 2020  
Rose Lefevre-Levy, Chair: Nathan Carter, Defended: July 2022

## **MASTER'S THESES CHAIRED – THE UNIVERSITY OF GEORGIA**

Cynthia Maupin, Defended: May 2017  
Jacob Pendergraft, Defended: September 2021  
Emily Gerkin, Defended: June 2022  
Joshua Pearman, Defended: July 2022

## **MASTER'S THESIS COMMITTEES – THE UNIVERSITY OF GEORGIA**

Arturia Melson-Silimon, Chair: Nathan Carter, Defended: September 2021  
Katelyn Sanders, Chair: Malissa Clark, Defended: November 2021  
Benjamin Listyg, Chair: Nathan Carter, *in progress*

## **MASTER'S THESIS COMMITTEES – CLEMSON UNIVERSITY**

Lizandra Alvarado, Chair: Marissa Shuffler, Defended: April 2020  
Annamarie Wolf, Chair: Marissa Shuffler, Defended: November 2021  
Sydney Begerowski, Chair: Marissa Shuffler, *in progress*

## **SERVICE**

### **SERVICE TO PROFESSIONAL SOCIETIES**

#### **EDITORIAL BOARD MEMBERSHIPS:**

*Journal of Applied Psychology* (5-Year Impact Factor: 7.508) (2018-Present)  
*Journal of Management* (Impact Factor: 9.056) (2019-Present)  
*Organizational Psychology Review* (Impact Factor: 4.111) (2020-Present)  
*Journal of Business and Psychology* (Impact Factor: 6.76) (2022-Present)

#### **AD HOC REVIEWER, JOURNALS:**

*Academy of Management Journal*  
*American Psychologist*  
*Personnel Psychology*  
*The Leadership Quarterly*  
*Group and Organization Management*  
*The Journal of Business and Psychology*  
*Journal of Vocational Behavior*  
*Small Group Research*  
*Journal of Research in Personality*

*Journal of Managerial Psychology*  
*Business Ethics: A European Review*  
*Social Work in Health Care*

**PANELIST, NATIONAL FUNDING AGENCIES:**

*The National Science Foundation*

**AD HOC REVIEWER, NATIONAL FUNDING AGENCIES:**

*The National Science Foundation, Science of Organizations (SoO)*  
*The National Science Foundation, Social Psychology Division*

**AD HOC REVIEWER, NATIONAL CONFERENCES:**

The Society for Industrial and Organizational Psychology (SIOP) Annual Meeting  
The Interdisciplinary Network for Group Research (INGRoup) Annual Meeting  
The Academy of Management (AOM) Annual Meeting

**COLUMNIST IN TRADE PUBLICATION:**

*“The Academic’s Forum”* (Dec. 2018-2021) – Column in the Society for Industrial and Organizational Psychology (SIOP) quarterly newsletter, *The Industrial-Organizational Psychologist* (TIP)

**ELECTED REPRESENTATIVE AT LARGE:**

*The Research Methods Division of the Academy of Management (2019-present)*

**CONFERENCE AND EVENT PLANNING CONTRIBUTIONS:**

Event Co-Organizer: *5<sup>th</sup> International Workshop on Network Theory: Network Science Meets the Science of Teams* (Kellogg School of Management, Chicago, IL, October 2013). Sponsor: National Science Foundation (NSF) Research Coordination Network (RCN) Award #1244737.

Event Co-Organizer: *Doctoral Consortium for the Interdisciplinary Network for Group Research (INGRoup)* (Atlanta, GA, July 2013). Sponsor: NSF RCN Award #1244737.

Conference Co-Organizer: *Small Group Meeting: “Bridging the Great Divide: Advancing the Science of Multiteam Systems through International Collaboration”* (Lake Como, Italy, October 2012). Sponsors: The European Association of Work and Organizational Psychology (EAWOP), the Interdisciplinary Network of Groups Research (INGRoup) and NSF Award #1219469.

**CONTRIBUTIONS TO PRE-CONFERENCE WORKSHOPS AND DOCTORAL CONSORTIA:**

Invited Speaker: *Advice for Graduate Students* (October 2020), The Midwest Academy of Management Annual Conference Doctoral Consortium (Virtual).

Invited Speaker: *Designing and Managing Your Dissertation* (July 2020), Academy of Management Annual Conference Research Methods Division Doctoral Consortium (Virtual).

Invited Speaker: *Becoming an Assistant Professor: From Job Search to Transition* (July 2019), The Interdisciplinary Network for Group Research (INGRoup) Annual Conference Doctoral Consortium, Lisbon, Portugal.

Facilitator: *Grant Funding for Teams Researchers* (July 2018), Workshop at the Interdisciplinary Network for Group Research (INGRoup) Conference, Washington, DC.

Invited Panelist: *Discussion with Prolific Authors* (April 2017), Doctoral Consortium at The Society for Industrial & Organizational Psychology (SIOP) Annual Conference, Orlando, FL.

Invited Panelist: *The Job Hunt Process* (July 2017), Doctoral Consortium at the Interdisciplinary Network for Group Research (INGRoup) Annual Conference, St. Louis, MI.

***PROFESSIONAL AFFILIATIONS:***

The Society for Industrial Organizational Psychology (SIOP)

Interdisciplinary Network for Group Research (INGRoup)

The Academy of Management (AOM)

Association for Psychological Science (APS)

**SERVICE TO MICHIGAN STATE UNIVERSITY**

***SERVICE TO THE MSU ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM***

Comprehensive Exam Committee (2022—2023)

First-Year Student Course Coordinator PSY 890 (2022)

***SERVICE TO THE MSU PSYCHOLOGY DEPARTMENT***

Hiring Committee Member (2022-2023)

**SERVICE TO THE UNIVERSITY OF GEORGIA**

***SERVICE TO THE UGA I/O PSYCHOLOGY PHD PROGRAM***

Graduate Student Selection Committee (2017—Present)

Comprehensive Exam Planning Committee (2018—2019)

Graduate Student Curriculum Committee (2016—2017)

***SERVICE TO THE UGA PSYCHOLOGY DEPARTMENT***

Quantitative Curriculum Committee (2018—2019)

Research Participation Committee (2017—2018)

***SERVICE TO THE UNIVERSITY OF GEORGIA***

Owens Institute for Behavioral Research, Fellow (2017—Present), Affiliate (2016-2017)

Georgia Informatics Institute, Member (GII) (2017—Present)

*Leading Effective Interdisciplinary Teams* - Delivered team training workshops for recipients of “pre-seed” foundational funding from UGA: April 2020, April 2021, April 2022)

*Leading Large Integrative Research Teams* - Developed and administered team science leadership training to two cohorts of ‘high potential’ researchers across UGA campus (August 2020-May 2021; August 2021-May 2022)

<https://research.uga.edu/integrative-teams/leading-large-integrative-research-teams/>

<https://research.uga.edu/news/workshops-break-down-team-science-barriers/>