

## Curriculum Vitae

### Dorothy R. Carter

Leadership, Innovation, Networks, & Collaboration (LINC) Laboratory

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#### ACADEMIC APPOINTMENTS

2016–present Assistant Professor, Psychology, The University of Georgia,

2015–2016 Visiting Assistant Professor, Psychology, The University of Georgia

*Other Appointments at The University of Georgia:*

The William A. and Barbara R. Owens Institute for Behavioral Research (OIBR), *Affiliate*, 2015-2017, *Fellow*, 2017–present

The Georgia Informatics Institute (GII), *Full Member*, 2017–present

#### EDUCATION

2016 Ph.D. Industrial-Organizational Psychology, Georgia Institute of Technology

*Dissertation:* “The Motivational Drivers of Leadership Emergence in Multiteam Systems”

Winner of the 2017 Alvah H. Chapman Jr. Outstanding Dissertation Award in partnership with the Academy of Management (AoM) Network of Leadership Scholars and Florida International University Business School

*Minor:* Quantitative Psychology

2013 M.A. Industrial-Organizational Psychology, Georgia Institute of Technology

*Thesis:* “The Impact of Leadership Network Structure on Multiteam System Innovation”

2010 B.S. Psychology, Wright State University, Magna cum Laude

*Minor:* Business Management

#### RESEARCH FOCUS

Team processes and performance, multiteam systems, leadership emergence and effectiveness, emergent phenomena in groups, innovation, social network analysis

#### REFEREED PUBLICATIONS

(<sup>†</sup> Denotes current or former PhD student)

12. . Shuffler, M., Kramer, W., **Carter, D.R.**, Thayer, A., & Rosen, M. (in press). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review*.
11. Cullen-Lester, K.L., <sup>†</sup> 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.

10. 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.
9. Cutcher-Gershenfeld, J., Baker, K., Berente, N., **Carter, D.**, DeChurch, L., Flint, C., ... & Knight, E. (2016). Build it, but will they come? A geoscience cyberinfrastructure baseline analysis. *Data Science Journal*, 15, 8.
8. **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.
7. Carter, N.T., **Carter, D.R.**, & DeChurch, L.A. (2015). Implications of observability for the theory and measurement of shared emergent team properties. *Journal of Management*, published online before print, October, 2015, doi: 10.1177/0149206315609402.
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.** (2015). Thinking big about big data. *Industrial and Organizational 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 MTS 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. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 412-415.
2. 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.
1. 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.

#### MANUSCRIPTS UNDER REVIEW OR BEING REVISED

- Shuffler, M., & **Carter, D.R.** (Revise and Resubmit Status, 2<sup>nd</sup> round). Title redacted for review process. *American Psychologist*.
- Llewellyn, N., **Carter, D.R.**, Nehl, E. J., & Rollins, L. (Revise and Resubmit Status, 1<sup>st</sup> round) Title redacted for review process *Academic Medicine*.
- Lungeau, A., **Carter, D.R.**, DeChurch, L.A., & Contractor (under review). Title redacted for review process. *Communication Methods and Measures*.

#### SELECTED MANUSCRIPTS IN PROGRESS

- (<sup>†</sup> Denotes current or former PhD student, <sup>††</sup> Denotes current of former undergraduate student)
- Carter, D.R.**, DeChurch, L.A., <sup>†</sup> Maupin, C.K., Zaccaro S.J., & Contractor, N.S. (in progress). The motivational drivers of leadership emergence in multiteam systems. Targeted for: *Academy of Management Journal*.
- Carter, D.R.**, DeChurch, L.A., Zaccaro, S.J., & Contractor, N.S. (in progress). The principles of leadership network emergence. Targeted for: *Academy of Management Review*.
- Carter, D.R.**, DeChurch, L.A., Zaccaro, S.J. (in progress). The leadership paradox: Innovative multiteam systems have improbable leadership networks. Targeted for: *Journal of Applied Psychology*.
- Shum, C., Zhou, L., **Carter, D.R.**, & Wang, M. (in progress). Healing the victim or empowering the avenger? A multilevel model of the moderating role of network centrality in the abusive supervision-performance relationship.

<sup>††</sup>Gibson, Z. M., **Carter, D. R.**, & DeChurch, L. A. (in progress). Little words and big goals: Semantic indicators of leadership in multiteam systems.

<sup>†</sup>Chamberlin, M., <sup>†</sup>Newton, D., <sup>†</sup>Maupin, C.K., Nahrgang, J., & **Carter, D.R.** (in progress). What happens in the team won't stay in the team: The effects of member voice and network reputation on future team membership.

<sup>†</sup>Vande Griek, O., <sup>†</sup>Tawse, A. Cullen-Lester, K., & **Carter, D.R.** (in progress). Women and behavioral integration processes in top management teams.

Liu, Y., <sup>†</sup>Trainer, H., **Carter, D.R.**, & Wang, M. (in progress). Newcomer socialization in teams: How first impressions affect newcomers' teamwork integration.

## CHAPTERS IN EDITED VOLUMES

(<sup>†</sup> Denotes current or former PhD student, <sup>††</sup> Denotes current or former undergraduate student)

6. **Carter, D.R.**, Asencio, R., <sup>†</sup>Trainer, H., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (forthcoming). State-of-the-science: Best practices for working in multiteam systems. In K. Hall (Ed.). *Handbook of team-based interdisciplinary research*.

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., (forthcoming). From teams in organizations to organizing in teams. *Organizational Psychology*. In N. Anderson, D. S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology* (Vol. 1, 2nd ed.). London, UK: Sage.

4. Fiore, S. M., **Carter, D. R.**, & Asencio, R. (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In (Eds.), *Team cohesion: Advances in psychological theory, methods, and practice: Research on Managing Groups and Teams, Vol 17* (pp. 271-301). Emerald Group Publishing Limited.

3. <sup>††</sup>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. 166. Organization and Management Series: Taylor & Francis.

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.

1. **Carter, D.R.**, Seely, P.W., Dagosta, J. <sup>††</sup>, 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

4. McDonald, J.D., DeChurch, L.A., Asencio, R., **Carter, D.R.**, Mesmer-Magnus, J.R., & Contractor, N.S. (2015). Team task switching: A conceptual framework for understanding functional work shifts. *Paper Proceedings of the 59<sup>th</sup> Annual Meeting of the Human Factors and Ergonomics Society (HFES)*.

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)*. 15652.

2. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August, 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*.

## MEDIA ARTICLES

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* (Translational magazine targeting national security professionals in the United Kingdom) <https://crestresearch.ac.uk/>. Direct link to article: <https://www.crestresearch.ac.uk/csrfliplibbook/issue-5/?page=6>
1. **Carter, D.R.** & Cullen, K. (February, 2014). Preparing for Atlanta's next BIG snow and other wicked challenges: Three insights for multiteam leadership. In: *Leading effectively.com: Official blog of the Center for Creative Leadership*. <http://www.leadingeffectively.com/blog/page/7/>

## SYMPOSIA CHAIRED

(<sup>†</sup> Denotes current PhD student, <sup>††</sup> Denotes current or former undergraduate student)

6. **Carter, D.R.** & M. Luciano (Co-Chairs) (April 2016), *The paradox of multiteam work: Factors that pull systems apart and push teams together*. Symposium at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Helsinki, Finland.
5. Maupin, C. K.<sup>†</sup> **Carter, D.R.**, & Zhou, L. (Co-Chairs) (April 2016). *The intersection of leadership development and social contexts*. Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
4. **Carter, D.R.** (Chair) (July, 2013). *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. Symposium at the Interdisciplinary Network of Groups Research (INGRoup) Conference: Atlanta, GA.
3. **Carter, D.R.**, & DeChurch, L.A. (Co-Chairs) (April, 2013). *Leading the way: Incorporating network analysis into leadership research*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX.
2. **Carter, D.R.**, & Carter, N.T. (Co-Chairs) (August, 2012). *Aligning team measurement practice with theory through novel analytic applications*. Paper presentation at the 72<sup>nd</sup> Annual Meeting of the Academy of Management: Boston, MA.
1. **Carter, D.R.**, & DeChurch, L.A. (Co-Chairs) (April, 2012). *The power of collaboration: Investigations of multiteam systems*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: San Diego, CA.

## PRESENTATIONS AND PANEL DISCUSSIONS

(<sup>†</sup> Denotes current PhD student, <sup>††</sup> Denotes current or former undergraduate student)

55. <sup>†</sup> Trainer, H. M., & **Carter, D.R.**. (August, 2017). The impact of shared governance on nurses' well-being. In P. Farago & D. DiazGranados (Co-Chairs). *Changing the conversation: Helping healthcare workers grow through change*. Symposium at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
54. <sup>†</sup> Newton, D., Nahrgang, J., <sup>†</sup> Maupin, C.K., Chamberlin, M. & **Carter, D.R.** (August, 2017). The influence of voice on personal reputation and leader emergence. In Sinha, R. and Chiu, C. (Chairs). *A network*

*approach to understanding the antecedents and consequences of team leadership.* Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

❖ Featured as part of a ‘showcase symposium.’

53. † Maupin, C.K., & Carter, D.R. (July, 2017). The impact of teams' interteam leadership structures on intrateam performance. In S. Dubrow, C.K., † Maupin, & S.J. Zaccaro (Chairs). *Crossing boundaries in organizations: A social network approach.* Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
52. † 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. In M.L. Shuffler & W.S. Kramer (Chairs). *Creating expert teams: Advancing science team dynamics with I/O Psychology.* Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
51. † Gibson, Z. M., **Carter, D. R.**, & DeChurch, L. A. (May, 2017). *Little Words and Big Goals: Semantic Indicators of Leadership in Multiteam Systems.* Paper presented at the 67th Annual Conference of the International Communication Association, San Diego, CA.
50. † Maupin, C.K., & **Carter, D.R.** (May, 2017). *Teamwork relationships in multiteam systems: Traits you can trust.* Poster presentation at the European Association of Work and Organizational Psychology, Dublin, Ireland.
49. **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 2<sup>nd</sup> Annual Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
48. **Carter, D.R.** (April, 2017). A semantic network analysis approach to studying leadership emergence. In C.P.R. Scott & J.L. Wildman (Chairs). *Cutting edge perspectives of shared leadership networks.* Symposium at the 32st Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
47. 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 presented to the Association for Clinical and Translational Science, ACTS Evaluators Special Interest Group.
46. **Carter, D.R.**, & DeChurch, L.A. (Sept, 2016). *A semantic network analysis approach to studying leadership system emergence.* Invited presentation at the Co-Lead Net Small Conference on collective approaches to leadership, New York University, Wagner School of Public Service, New York.
45. **Carter, D.R.** & DeChurch, L.A. (July, 2016). Priorities that lead and priorities that 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.* Symposium at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Helsinki, Finland.
44. **Carter, D.R.** (April, 2016). The principles of leadership system emergence: A conceptual framework. In M. T. Braun (Chair). *Who follows whom? Predicting the emergence of informal leader-follower networks* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA
43. † Maupin, C. K., † Clauson, M., Carter, N.T., & **Carter, D.R.** (April, 2016). *Too soon to say: Measuring emergent constructs for nascent teams.* Poster presentation at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

42. † 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*. Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
41. †† 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. DeChurch (Co-Chairs) *Novel ways to understand and assess teamwork*. Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
40. **Carter, D.R.**, †† Gibson, Z.M., & DeChurch, L.A. (August, 2015). *Big motives and little words: Antecedents of leader emergence in multiteam systems*. Paper presentation at the 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA.
39. **Carter, D.R.**, & Cullen, K. (August, 2015). *Network approaches to opening governance and leadership*. Caucus assembly led at the 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA.
38. **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 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
37. †† 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. Schecter and B. Jones (Co-Chairs) *Teams and text.* Symposium at the 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
36. **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.'* Symposium at the 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
35. Carter, N. T., Guan, L., & **Carter, D. R.** (April, 2015). Using multilevel IRT to understand team construct emergence. In A. D. Mead (Chair) *Innovative IRT models for organizational research and practice*. Symposium at the annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
34. **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 74<sup>th</sup> Annual Meeting of the Academy of Management: Philadelphia, PA.
- ❖ Selected for Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management.
33. 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 74<sup>th</sup> Annual Meeting of the Academy of Management: Philadelphia, PA.
- ❖ Selected for Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management.
32. Panelists: **Carter, D.R.** Caligiuri, P., Dickson, M. W., Griffith, R. L., & Steelman, L.A. (May, 2014). In J. Wildman (Chair). *Leading global teams: Translating science into practice*. Panel discussion at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.
31. **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. In J. Mathieu & M. Lucianco (Co-

- chairs). *Ordering the complexity: Establishing key differences in multiteam systems*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.
30. 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. In E.S. Medvin, E. Pacic, & S.J. Zaccaro (Co-Chairs). *Leading for Creativity and Innovation*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.
29. Braun, M., DeChurch, L.A., & **Carter, D.R.** (May, 2014). Measuring shared leadership: A computational modeling study. In J.A. Grand & G.T. Chao (Co-Chairs). *Computational modeling: Advancing research on team dynamics*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.
28. Contractor, N., DeChurch, L.A., Asencio, R., & **Carter, D.R.** (May, 2014). Big data: Motivating theories and methods to understand teams. In L.A. DeChurch & R. Asencio (Co-Chairs). *Little teams, big data: Understanding teams using digital traces*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.
27. 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 Conference, Emory University, Atlanta, GA.
26. Lungeanu, A., Contractor, N., **Carter, D.R.**, & DeChurch, L.A. (July, 2013). A hypergraph approach to understanding the assembly of scientific research teams. In **D.R. Carter** (Chair) *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. Symposium at the Interdisciplinary Network of Groups Research (INGRoup) Conference: Atlanta, GA.
25. Braun, M.T., DeChurch, L.A., **Carter, D.R.** (2013, May). *The ties that lead teams: Social network metrics of collective leadership*. Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Hamburg, Germany
24. **Carter, D.R.**, DeChurch, L.A., Contractor, N., & Carson, J. (April, 2013). A framework for understanding collective leadership through network analysis. In L.A. DeChurch & **D.R. Carter** (Co-Chairs). *Leading the way: Incorporating network analysis into leadership research*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX.
23. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S. (October, 2012). *Leading innovation in multiteam systems*. Presentation at the European Association of Work and Organizational Psychology small group meeting on multiteam systems, Varenna, Italy.
22. Carter, N.T., **Carter, D.R.**, & DeChurch, L. (August, 2012). IRT-based evidence of team construct measurement quality and emergence. In N.T. Carter & **D.R. Carter** (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications*. Paper presentation at the 72<sup>nd</sup> Annual Meeting of the Academy of Management: Boston, MA.
21. **Carter, D.R.** & Carter, N.T. (Co-Chairs), (August, 2012) *Aligning team measurement practice with theory through novel analytic applications*. Symposium at the 72<sup>nd</sup> Annual Meeting of the Academy of Management: Boston, MA.
20. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August, 2012). Emergent leadership network structures in global virtual teams: Impact on Innovation.\* In E. Campbell-Bush & K. Bartol (Co-Chairs), *Advances in highly virtual teams: Key composition, leadership, and shared process components*. Paper presentation at the 72<sup>nd</sup> Annual Meeting of the Academy of Management: Boston, MA

❖ Accepted by three divisions of the Academy of Management and featured as part of a ‘showcase symposium.’

19. 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 presented at the American Psychological Science Conference: Chicago, IL.
18. 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 Conference: Orlando, FL.
17. **Carter, D.R.**, & DeChurch, L.A. (Oct, 2013). *Understanding the emergence and consequences of leadership networks*. Invited presentation at a small group workshop on open-source software collaboration in conjunction with the *LinuxCon* annual conference: New Orleans, LA.
16. **Carter, D.R.** & DeChurch, L.A. (Co-Chairs), (April, 2013) *Leading the way: Incorporating network analysis into leadership research*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX
15. **Carter, D.R.**, & DeChurch, L.A. (April, 2012) *MTS leadership from a network perspective*. In **D.R. Carter**, & L.A. DeChurch (Co-Chairs), *The power of Collaboration: Investigations of Multiteam Systems*. Symposium at the annual Society for Industrial and Organizational Psychology 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. In **D.R. Carter**, & L.A. DeChurch (Co-Chairs), *The Power of Collaboration: Investigations of Multiteam Systems*. Symposium at the annual Society for Industrial and Organizational Psychology 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 Conference XXXII: 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 Conference XXXII: Redondo Beach: CA.
11. Chollet, B., DeChurch, L., **Carter, D.R.**, Asencio-Hodge, R., & Zaccaro, S. (March, 2012). *Networking the competition: How inter-project networks improve innovation performance*. Presentation at the International Sunbelt Social Network Conference XXXII: 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 presented at the Organizational Science Winter Conference XVIII: Colorado Springs, CO.
9. **Carter, D.**, Bedwell, W., Sierra, M.J., & Smith-Jentsch, K.A. (July, 2011). *Organizational analysis for long-duration spaceflight teams: A fresh MTS perspective*. Poster presented at the 6th Annual Interdisciplinary Network for Group Research (INGroup) Conference: Minneapolis, MN.
8. **Carter, D.**, 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 presented at the 16th International Symposium on Aviation Psychology: Dayton, OH.
7. Sierra, M.J., **Carter, D.**, & Smith-Jentsch, K.A. (May, 2011). *Meeting the needs of long-duration spaceflight crews through guided team self-correction*. Presentation at the 16th International Symposium on Aviation Psychology: Dayton, OH.



6. Sierra, M.J., **Carter, D.**, Smith-Jentsch, K.A., & Salas, E. (April, 2011). *The Application of guided team self-correction in long-duration spaceflight*. Poster presentation at the 18th Annual IAA Humans in Space Symposium: Houston, TX.
5. Sierra, M.J., Smith-Jentsch, K.A., **Carter, D.**, Weaver, S.J., & Bedwell, W.L. (April, 2011.). *Disentangling the unique effects of Team Dimensional Training's design elements*. Poster presentation at the 26th annual conference of the Society for Industrial-Organizational Psychology: Chicago, IL.
4. Kalinoski, Z., Steele-Johnson, D., **Carter, D.**, & Leas, K. (April, 2010) *Personality, self-efficacy, and planning effects on performance: A process model*. Poster presented at the annual Society for Industrial and Organizational Psychology Conference: Atlanta, GA.
3. Kalinoski, Z., Steele-Johnson, D., Claflin, D., & **Carter, D.** (May, 2010) *Are all errors created equal? Effects of errors on performance*. Poster presented at the 22<sup>nd</sup> Annual Convention of the Association for Psychological Science: Boston, MA.
2. **Carter, D.**, & Steele-Johnson, D. (May, 2009). *Effects of systematic exploration and proactive personality on performance*. Poster presented at the annual Midwestern Psychological Association Conference: Chicago. IL.
1. **Carter, D.**, Steele-Johnson, D. & Claflin, D. (May, 2008). *Exploring learning strategies during training on a truck-dispatcher task*. Poster presented at the annual Midwestern Psychological Association (MPA) Conference: Chicago, IL.
  - ❖ Recipient of the “best paper” undergraduate research award at MPA

## HONORS AND AWARDS

- 2017 Center for Leadership (CFL) at Florida International University’s Alvah H. Chapman Jr. Outstanding Dissertation Award in partnership with the Academy of Management Network of Leadership Scholars for the dissertation that makes an outstanding contribution to the field of leadership.
- 2017 Promotion to Fellow Status - The William A. & Barbara R. Owens Institute for Behavioral Research (OIBR)
- 2017 Honorable Mention - Fredric M. Jablin Doctoral Dissertation Award, International Leadership Association
- 2015 Top Graduate Student Paper, Georgia Institute of Technology, Psychology Department for 1<sup>st</sup> Authored Publication in Journal of Applied Psychology: “*Social Network Approaches to Leadership: An Integrative Conceptual Review.*”
- 2012 Visiting Scholar (January 2012—April 2012), Grenoble Ecole de Management, Grenoble, France. Funded through NSF Award #1063901, *Innovate against time: Drivers and mechanisms of knowledge innovation within and across organizations*. \$499,093, DeChurch, L.A. (PI), Zaccaro, S.J. (Co-PI), Fiore, S. (Co-PI).
- 2011 Provost’s 1<sup>st</sup> year Graduate Student Fellowship, University of Central Florida
- 2009 Distinguished Senior Award, Wright State University
- 2009 Psychology Department Honors Award, Wright State University
- 2009 Women in Science Award, Wright State University
- 2008 Undergraduate Research Award, Midwestern Psychological Association

## GRANT FUNDING

Primary Investigator (Selected for Funding) – *Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks*. The National Aeronautics and Space Administration (NASA). Carter, D.R. (PI), Shuffler, M. (Co-I), DeChurch, L.A. (Co-I), Contractor, N.S. (Co-I), Schecter, A. (Co-I), Zaccaro, S.J., Burke, S., & Landon, L. (Consultants). Budget (pending sponsor final approval): \$991,979. <https://www.nasa.gov/feature/nasa-selects-seven-proposals-to-support-astronaut-health-on-missions-to-mars>

Primary Investigator (Under Review) – *Leadership System Emergence: A Foundational Science for Army Leader Development*. The Army Research Institute (ARI). Carter, D.R. (PI), DeChurch, L.A. (Co-I), Mesmer-Magnus, J. & Cullen-Lester (Consultants). Budget (pending sponsor approval): \$458,219.

Senior Personnel, Evaluation and Continuous Improvement Function (Selected for Funding) – *Georgia Clinical and Translational Science Alliance (GaCTSA)*. National Institutes of Health (NIH), Phillips, B. (PI), Requested budget (pending sponsor final approval): \$5,141,485.

Sub-Awardee (January 2016–April 2016) – Sub-award from the Georgia Institute of Technology. *CAREER: Leadership for Virtual Organizational Effectiveness*. National Science Foundation (NSF) Early Career Award, SES #1219469. DeChurch, L.A. (PI). Full Award: \$425,006, Sub-award: \$16,000. Start date of full award: September 1, 2011.

## GRANT RESEARCH ASSISTANT EXPERIENCE – GEORGIA INSTITUTE OF TECHNOLOGY

- Lead Graduate Student Research Assistant (August, 2011 – August 2015): *CAREER: Leadership for virtual organizational effectiveness*. National Science Foundation (NSF) Early Career Award. DeChurch, L.A. (PI). Award: \$425,006, Start Date: September 1, 2011. Project website: <https://atlas.northwestern.edu/project/nsf-career/>
- Lead Graduate Student Research Assistant (December, 2012 – June, 2013), Graduate Research Assistant (Aug 2011 to Dec 2012): *Innovate against time: Drivers and mechanisms of knowledge innovation*. National Science Foundation (NSF) Award Number: 1063901. DeChurch, L.A. (PI), Zaccaro, S.J. (Co-PI), & Fiore, S.J. (Co-PI). Award: \$499,093, Start Date: October 1, 2011. Project website: <https://atlas.northwestern.edu/project/nsf-innovate-time/>
- Graduate Student Research Assistant (September, 2012 – August 2015): *Collaborative Research: SCC-SBE: Research Coordination Network on Leveraging Computational Social Science for Understanding Organizations*. National Science Foundation (NSF) Award Number: 1244737. DeChurch, L.A. (PI), Contractor, N., (Co-I), Tofighi, D. (Co-I), & Walker, B. (Co-I) Award: \$336,824. Start Date: September 14, 2012. Project website: <https://atlas.northwestern.edu/project/nsf-rcn-computational-social-science/>
- Graduate Student Research Assistant (August, 2013 – August 2015): *Planning knowledge networks for scaling up impact*. Bill and Melinda Gates Foundation grant to use social networks and social influence to expedite the scale up of family health innovation designed to reduce neonatal mortality and improve maternal health in Bihar, India. Contractor, N. (PI), DeChurch, L.A. (Co-PI), Prusak, L. (Co-PI), Leonardi, P. (Co-PI), & Shumate, M. (Co-PI) Award: \$1,000,000, Start Date: August 2013. Project website: <http://sonic.northwestern.edu/projects/gates-project/>

## ADVISING – THE UNIVERSITY OF GEORGIA

### Master’s Thesis Committees (University of Georgia):

- (Chair) Cynthia Maupin, Psychology, Title: *The impact of teams’ external leadership structures on internal team performance. (Defended: March, 2017).*

### Dissertation Committees (University of Georgia):

- (Chair) Cynthia Maupin, Psychology (*in progress*)
- (Chair) Hayley Trainer, Psychology (*in progress*)

## TEACHING

### Master’s Level Graduate Instruction, The University of Georgia Professional Master’s Program in Industrial-Organizational Psychology:

- Summer 2017: PSYC 6813 – Teams in Organizations (Evaluation: 4.85/5.0)

### Undergraduate Instruction, The University of Georgia:

- Spring 2017: PSYC 5100 – The Psychology of Social Networks (Course Evaluation: 4.87/5)
- Spring 2017: PSYC 4200 – Social Psychology (Course Evaluation: 4.68/5).
- Summer 2016: PSYC 4200 – Social Psychology (Course Evaluation: 4.75/5.00)
- Spring 2016: PSYC 4200 – Social Psychology (Course Evaluation: 4.27/5.00)
- Fall 2015: PSYC 4200 – Social Psychology (Course Evaluation: 4.22/5.00)

### Ph.D. Level Graduate Instruction, The University of Georgia:

- Fall 2016: PSYC 8990 – Organizational Leadership, Ph.D. Seminar (Evaluation: N/A)

### Undergraduate Teaching Assistant, Georgia Institute of Technology:

- Spring 2015: Leveraging Networks Honors Capstone (*Teaching Assistant*)

### Master’s Level Teaching Assistant, Grenoble Ecole de Management:

- Spring 2012: Business Innovation Management (*Teaching Assistant and Grant Research Coordinator for National Science Foundation Award #1063901*)

## STATISTICAL SOFTWARE

- General statistical software packages: SPSS, SAS, and R
- Structural equation modeling: ‘lavaan’ package in R
- Path-analysis: ‘Rmediation’ package in R
- Multilevel modeling: ‘multilevel’ package in R and MPlus
- Social network analysis: UCInet, and ‘statnet,’ ‘SNA,’ ‘RSiena’ and ‘ergm’ packages in R

## PROFESSIONAL AFFILIATIONS

- American Psychological Association (APA)
- The Society for Industrial Organizational Psychology (SIOP)
- Academy of Management (AOM) Organizational Behavior and Research Methods Divisions
- Interdisciplinary Network for Group Research (INGRoup)

## PROFESSIONAL SERVICE

### *Ad-Hoc Reviewer:*

- The National Science Foundation, Division of Social & Economic Sciences, Science of Organizations (SoO)
- American Psychologist
- The Journal of Business & Psychology
- Business Ethics: A European Review
- International Journal of Information Technology & Decision Making
- The Society for Industrial and Organizational Psychology Annual Meeting
- Journal of Applied Psychology
- Academy of Management Journal
- The Leadership Quarterly
- Group and Organization Management
- Journal of Vocational Behavior
- Scientometrics
- The Interdisciplinary Network for Group Research Annual Meeting
- The Academy of Management Annual Meeting

### *Conference/Event Planning:*

- *5<sup>th</sup> International Workshop on Network Theory: Network Science Meets the Science of Teams* (Kellogg School of Management, Chicago, IL, October 2013). Event sponsor: National Science Foundation Research Coordination Network (RCN) Award (# 1244737)
- *Interdisciplinary Network for Groups Research (INGroup) Doctoral Consortium* (Atlanta, GA, July 2013). Event sponsor: National Science Foundation Research Coordination Network (RCN) Award (# 1244737):
- Conference co-coordinator: *Small Group Meeting: "Bridging the Great Divide: Advancing the Science of Multiteam Systems Through International Collaboration"* (Lake Como, Italy, October 2012). Event sponsors: The European Association of Work and Organizational Psychology (EAWOP), The National Science Foundation Award SES #1219469, and the Interdisciplinary Network of Groups Research (INGRoup).

### *Pre-Conference Doctoral Consortia Contributor:*

- Panelist: "*Prolific Authors Session*," (April, 2017), The Society for Industrial & Organizational Psychology Annual Pre-Conference Doctoral Consortium, Orlando, FL.
- Panelist: "*The Job Hunt Process Session*," (July, 2017), Interdisciplinary Network for Group Research Annual Meeting Pre-Conference Doctoral Consortium, St. Louis, MI.