

**DOROTHY R. CARTER, PH.D.**

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**ACADEMIC POSITIONS**

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**The University of Georgia, Psychology Department**

Assistant Professor

August 2016—Present

Visiting Assistant Professor

August 2015—May 2016

**EDUCATION**

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**The Georgia Institute of Technology**

Ph.D., Industrial and Organizational Psychology (May, 2016)

Minor: Quantitative Psychology

M.A., Industrial and Organizational Psychology (December, 2013)

**Wright State University**

B.S., Psychology (December, 2010) Magna cum Laude

Minor: Business Management

**RESEARCH FOCUS**

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

**GRANT FUNDING**

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*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), & Schechter, A. (Co-I). Budget (pending sponsor final approval): \$991,979.

*Senior Personnel, Evaluation and Continuous Improvement Function* (Pending Sponsor Review) – *Georgia Clinical and Translational Science Alliance (GaCTSA)*. National Institutes of Health (NIH), Phillips, B. (PI), Requested budget: \$5,141,485.

*Consultant* (Pending Sponsor Review) – *What makes “good” group? Group composition, group performance, and cognitive engagement*. National Science Foundation. Dolan, E.L. (PI) Requested budget: \$296,909.

*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.

## HONORS AND AWARDS

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- 2015 Top Graduate Student Paper, Georgia Institute of Technology, Psychology Department
- 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

## REFEREED PUBLICATIONS

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

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**

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

Shuffler, M., & **Carter, D.R.** (Revise and Resubmit Status, 2<sup>nd</sup> round). Title redacted for review process. *American Psychologist*.

Shuffler, M., Kramer, W., **Carter, D.R.**, & Rosen, M. (Revise and Resubmit Status, 1<sup>st</sup> round). Title redacted for review process. *Human Resource Management Review*.

Llewellyn, N., **Carter, D.R.**, Nehl, E. J., & Rollins, L. (Under review) Title redacted for review process *Academic Medicine*.

### **SELECTED MANUSCRIPTS IN PROGRESS**

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

**Carter, D.R.**, & DeChurch, L.A. (in progress). The motivational drivers of leadership emergence in multiteam systems.

**Carter, D.R.**, DeChurch, L.A., Zaccaro, S.J., Kanfer, R., & Contractor, N.S. (in progress). The principles of leadership network emergence.

**Carter, D.R.**, DeChurch, L.A., Zaccaro, S.J. (in progress). The leadership paradox: Innovative multiteam systems have improbable leadership networks.

Lungeanu, A., **Carter, D.R.**, Contractor, N., & DeChurch, L.A. (in progress). A hypergraph approach to understanding scientific ecosystems and science team success.

<sup>†</sup> Maupin, C.K. & **Carter, D.R.** (in progress). Contagion of leadership development lessons throughout organizational social networks.

<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> Trainer, H. M., & **Carter, D.R.**. (in progress). The impact of shared governance on nurses' well-being.

<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. **Carter, D.R.**, & Cullen-Lester, K. (in progress). Women and behavioral integration in top management teams.

<sup>†</sup> Kim, Y., **Carter, D.R.**, & Hoffman, B. (in progress). Trickle-down effects of upper-echelon leader-member exchange.

## CHAPTERS IN EDITED VOLUMES

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(<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. (in press). 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., (in press). 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

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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

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- Carter, D.R.** & Maupin, C.K. (In Press). Leadership IS a social network: Implications for security professionals. Invited magazine article in *Centre for research and evidence on security threats (CREST) security review*. <https://crestresearch.ac.uk/csr/>
- 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

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(<sup>†</sup> Denotes current PhD student, <sup>††</sup> Denotes current of 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

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(<sup>†</sup> Denotes current PhD student, <sup>††</sup> Denotes current of 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: CA.
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 Conference: Chicago, IL.
  - ❖ Recipient of the “best paper” undergraduate research award

## TEACHING

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### **Graduate Instruction, The University of Georgia**

- Summer 2017: PSYC 6813 – Organizational Teams, Professional Master’s Program
- Fall 2016: PSYC 8990 – Organizational Leadership Theory, Ph.D. Seminar

### **Undergraduate Instruction, The University of Georgia**

- Spring 2017: PSYC 5100 – The Psychology of Social Networks
- Spring 2017: PSYC 4200 – Social Psychology
- Summer 2016: PSYC 4200 – Social Psychology
- Spring 2016: PSYC 4200 – Social Psychology
- Fall 2015: PSYC 4200 – Social Psychology

### **Undergraduate Instruction, Georgia Institute of Technology**

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

## ADVISING

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### **Master’s Thesis Committee Member (University of Georgia):**

- (Chair) Cynthia Maupin, Psychology (*Defended: March, 2017*)

### **Dissertation Committee Member (University of Georgia):**

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

## CONFERENCE/EVENT PLANNING

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- 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):
- Small group meeting on the topic of multiteam systems (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).

## **STATISTICAL SOFTWARE**

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- 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**

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- 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**

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Ad-Hoc Reviewer:

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