

## Curriculum Vitae

### DOROTHY R. CARTER, PH.D.

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

Department of Psychology  
125 Baldwin St.  
The University of Georgia  
Athens, GA 30602

Office: Rm. 316  
Laboratory: Rm. 408  
(281) 701-7090  
dcarter3@uga.edu

#### ACADEMIC APPOINTMENTS

2015–present Assistant Professor, Psychology, The University of Georgia,

#### EDUCATION

- 2016 Ph.D. Industrial-Organizational Psychology, Georgia Institute of Technology  
“*The Motivational Drivers of Leadership Emergence in Multiteam Systems*”  
❖ Winner of the 2017 Alvah H. Chapman Jr. Outstanding Dissertation Award in the Field of Organizational Leadership  
Minor: Quantitative Psychology
- 2013 M.A. Industrial-Organizational Psychology, Georgia Institute of Technology  
“*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

Teamwork processes and performance, multiteam systems, leadership development, leadership emergence and effectiveness, emergent psycho-social relationships in groups, innovation, social network analysis, computational social science, team science

#### GRANT FUNDING

- Principal Investigator – *Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks* (10/01/2017-10/01/2021). 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). <https://www.nasa.gov/feature/nasa-selects-seven-proposals-to-support-astronaut-health-on-missions-to-mars>. Start date: February 15, 2018. Budget: \$991,979
- Co-Investigator – *Georgia Clinical and Translational Science Alliance (GaCTSA)* (9/22/2017-6/30/2022). National Institutes of Health (NIH), Taylor, W.R. (PI), Ofili, E.O. (PI), Garcia, A.J. (PI), Phillips, B.G. (PI), Blumberg, H.M. (PI). [http://www.actsi.org/news-and-events/news/2017/georgiactsa\\_external/index.html](http://www.actsi.org/news-and-events/news/2017/georgiactsa_external/index.html). Start date: October 1, 2017, Budget: \$51,000,000.

## HONORS AND AWARDS

- 2018 *The 2017 Leadership Quarterly Best Paper Award* for publication: Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice
- 2018 *Selected to Participate in the Junior Faculty Consortium*, Organizational Behavior Division, Academy of Management Annual Conference, Chicago, IL, August, 2018.
- 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 *The Alvah H. Chapman Jr. Outstanding Dissertation Award*, “for the dissertation that makes an outstanding contribution to the field of leadership,” presented by the Center for Leadership (CFL) at Florida International University in partnership with the Academy of Management Network of Leadership Scholars (Award: \$3000 and invited presentation at the CFL, April, 2018) <https://lead.fiu.edu/events/the-leadership-research-colloquium/index.html>).
- 2017 *Fellow Status*, The William A. & Barbara R. Owens Institute for Behavioral Research (OIBR) <https://oibr.uga.edu/>
- 2017 *Invited Full Member*, The UGA Georgia Informatics Institute (GII) <https://gii.uga.edu/>
- 2017 *Career Center Acknowledgment for Making a Positive Impact on Student’s Career*, UGA
- 2017 *Honorable Mention - Fredric M. Jablin Doctoral Dissertation Award*, International Leadership Association
- 2015 *Top Graduate Student Paper*, Georgia Tech, 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 National Science Foundation Award #1063901.
- 2009 *Distinguished Senior Award*, Wright State University
- 2009 *Psychology Departmental Honors Award*, Wright State University
- 2009 *Women in Science Award*, Wright State University
- 2008 *Undergraduate Research Award*, Midwestern Psychological Association

## REFEREED PUBLICATIONS

† Denotes PhD student at time of collaboration

16. Shuffler, M., & **Carter, D.R.** (2018). Teamwork in multiteam systems: Key lessons learned and future opportunities. *American Psychologist*, 73(4), 390-406. doi: 10.1037/amp0000322.
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. doi: 10.1177/0149206315609402.
- ❖ *First two authors contributed equally to publication*
14. †McMillan, J., Shockley, K. M., & **Carter, D. R.** (in press). Gender differences in SIOP Research Fellows’ publication networks. *Industrial/Organizational Psychology: Perspectives on Science and Practice*.

13. 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. doi: 10.1080/19312458.2018.1430756.
12. 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*. Published online ahead of print: January 5, 2018. doi: 10.1097/ACM.0000000000002119.
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. doi: 10.1016/j.leaqua.2016.10.005.  
  - ❖ Winner of the 2017 Leadership Quarterly Best Paper 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*. doi: 10.1016/j.hrmr.2017.08.003.
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. doi: 10.1177/1059601116668763.
8. 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.
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. doi: 10.1037/a0038922.  
  - ❖ Accepted as an Integrative Conceptual Review Article by Journal of Applied Psychology representing a substantial integration of research and advancement of theory
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. doi: 10.1017/iop.2015.82
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. doi: 10.1017/iop.2015.81
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. doi: 10.1016/j.leaqua.2014.06.003.
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. doi: 10.1111/j.1754-9434.2012.01470.x.

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. doi: 10.1016/j.leaqua.2012.10.010.
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. doi: 10.1007/s13142-012-0170-3.

## SELECTED PUBLICATIONS IN PROGRESS

† Denotes PhD student at time of collaboration

†Newton, D., †Chamberlin, M., †Maupin, C.K., Nahrgang, J., & **Carter, D.R.** (under review). Topic: Voice in teams.

†Pendergraft, J., **Carter, D.R.**, Landon, L., Slack, K., & Shuffler, M. (invited publication under review). Topic: NASA's mission control multiteam system.

**Carter, D.R.**, DeChurch, L.A., †Maupin, C.K., & Zaccaro, S.J. (under review). Topic: Leadership in multiteam systems.

**Carter, D.R.**, Cullen-Lester, K., DeChurch, L.A., Zaccaro, S.J., & Contractor, N.S. (under review). Topic: Leadership system emergence.

Shum, C., **Carter, D.R.**, & Zhou, L. (in preparation). Topic: Abusive supervision.

**Carter, D.R.**, Cullen-Lester, K., †Mohan, G., †Twase, A., & Frear, K., (in preparation). Topic: Top management team systems.

Liu, Y., †Trainer, H., & **Carter, D.R.** (in preparation). Topic: Newcomer socialization in teams.

†Trainer, H., **Carter, D.R.**, Llewellyn, N., Rollins, L. & Nehl, E. J., (in preparation). Topic: Interdisciplinary scientific collaboration.

†Mohan, G., & **Carter, D.R.** (in preparation). Topic: Effects of affective identity versus non-calculative motivation to lead over time.

†Jones, B., **Carter, D. R.**, & DeChurch, L. A. (in preparation). Topic: Newcomers in teams and social identity threat.

†Kim, Y., **Carter, D.R.**, & Hoffman, B. (in preparation). Topic: Trickle down effects of leader-member exchange in organizations.

## CHAPTERS IN EDITED VOLUMES

† Denotes PhD student at time of collaboration

†† Denotes undergraduate student at time of collaboration

8. **Carter, D.R.**, †Pendergraft, J., & DeChurch, L.A. (forthcoming). Spaceflight multiteam systems: Proactive and reactive countermeasures for a new frontier of human performance. In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and Human Performance in Space Programs*.

7. †Jones, J., & **Carter, D.R.**, (forthcoming). Work is changing: Implications for teams. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*.

❖ Graduate student mentee first author

6. **Carter, D.R.**, Asencio, R., †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., (2018). 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. ††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.
  - ❖ 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.
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

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.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*.

## OTHER PUBLICATIONS

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://www.crestresearch.ac.uk/csrfliplibook/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: Center for Creative Leadership blog*: <http://www.leadingeffectively.com/blog/page/7/>

## SYMPOSIA CHAIRED

† Denotes PhD student at time of collaboration

9. **Carter, D.R.** (Chair) May, 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited symposium at the Association for Psychological Science 30<sup>th</sup> Annual Convention. San Francisco, CA.
8. †Kim, Y.J. & **Carter, D.R.** (Co-Chairs) (under review, 2018). *Exploring team leadership effects via a motivational perspective*. Symposium at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
7. **Carter, D.R.** & M. Luciano (Co-Chairs) (July 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.
6. †Maupin, C. K. **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.
5. **D.R. Carter** and G. Plummer, (Co-Chairs) (July, 2015). *Grand groups: Multiteam systems solving 'grand challenges.'* Symposium at the 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA
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 AT NATIONAL/INTERNATIONAL CONFERENCES

†Denotes PhD student at time of collaboration

†† Denotes undergraduate student at time of collaboration

58. †Trainer, H., Liu, Y., **Carter, D.R.**, †Pendergraft, J., & Zhou, L. (2018). Effects of team veterans' perceptions of newcomers on integration and performance. In Trainer, H., Liu, Y. (Chairs) *Leveraging an interactionist perspective to understand newcomer socialization*. Symposium at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
  - ❖ Featured as part of an "All Academy Program" session at the Annual Meeting of the Academy of Management
57. †Kim, Y.J., **Carter, D.R.**, †Maupin, C.K., & Hoffman, B.J. (Co-Chairs) (2018). The trickle down effects of leader-member exchange in multilevel organizations. *Exploring team leadership effects via a motivational perspective*. Symposium at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
56. **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 symposium at the Association for Psychological Science 30<sup>th</sup> Annual Convention. San Francisco, CA.
  - ❖ Invited Chaired Symposium
55. †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 Symposium, Chania, Greece.
54. **Carter, D. R.**, Llewellyn, N.M., Nehl, E.J. & Rollins, L. (under review, 2018). *Evolution of the interdisciplinary co-citation network supported by the Georgia Clinical and Translational Science Alliance Program from 2006 through 2016*. Translational Science 2018, Washington DC.
53. 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 from 2006-2017: Diversity, scope, and inter-disciplinarity*. Translational Science 2018, Washington DC.
52. 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*. Translational Science 2018, Washington DC.
51. 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 from 2007-2014*. Translational Science 2018, Washington DC.
50. †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.

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. 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” at the Annual Meeting of the Academy of Management
48. †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.
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. 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.
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 presented at the 67th Annual Conference of the International Communication Association, San Diego, CA.
45. †Maupin, C.K., & **Carter, D.R.** (May, 2017). *Teamwork relationships in multiteam systems: 4 you can trust*. Poster presentation at the European Association of Work and Organizational Psychology, 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 2<sup>nd</sup> Annual Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
43. **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.
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 presented to 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*. Presentation at the Co-Lead Net Small Conference on collective approaches to leadership, New York University, Wagner School of Public Service, New York.
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 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA.
39. **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.

38. **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
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 presentation at the annual Society for Industrial and Organizational Psychology 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.* Symposium at the annual Society for Industrial and Organizational Psychology 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.* Symposium at the annual Society for Industrial and Organizational Psychology 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 10<sup>th</sup> Annual Interdisciplinary network for group research (INGRoup) 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.* Symposium at the 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) 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.'* Symposium at the 10<sup>th</sup> annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
31. 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.
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 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.

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 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.
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. 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.
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. 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.
26. 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.
25. 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.
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 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. 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.
22. 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
21. **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.
20. **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.

19. 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.
18. **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.”
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 presented at the American Psychological Science Conference: 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 Conference: Orlando, FL.
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, 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., 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.
3. 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.
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.

❖ Winner of the Best Paper Undergraduate Research Award at the Midwestern Psychological Association Annual Conference

## **PANEL DISCUSSIONS/COMMUNITY OF INTERESTS/WORKSHOPS FACILITATED AT NATIONAL OR INTERNATIONAL CONFERENCES**

6. **Carter, D.R.**, Mesmer-Magnus, J., Asencio, R., & Wax, A. (Workshop Facilitators). In L. Gokhman, & L.A. DeChurch (Co-Chairs). *Innovations in teaching teamwork*. Professional Development Workshop (PDW) at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL, August, 2018.
5. **Carter, D.R.**, Goodwin, G.F., Perry, S., Ruark, G., Watson, D., & Zaccaro, S.J., (Panelists). In M. McCusker (Chair). *Teams research needs for military contexts*. Panel discussion (Under Review) at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Washington, D.C., July, 2018.
4. **Carter, D.R.**, Balkundi, P., 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 Annual Conference, Chicago, IL, April, 2018.

3. **Carter, D.R.**, Autumn, Krauss, A., & Dalal, D. (Community of Interest Facilitators). Collaborating across scientific disciplines: Making I-O more cross-disciplinary. “Community of Interest” 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 opening governance and leadership*. Caucus assembly led at the 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA,
1. **Carter, D.R.** Caligiuri, P., 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 annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI, May, 2014.

## INVITED PRESENTATIONS

4. **Carter, D.R.** (Chair) May, 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium at the Association for Psychological Science (APS) 30th Annual Convention. San Francisco, CA.
3. **Carter, D.R.** (April, 2018). *Team priorities that lead and follow: Facilitating interteam leadership networks in cross-functional multiteam systems*. Invited presentation at Kogod School of Business, American University.
2. **Carter, D.R.** (April, 2018). *Team priorities that lead and follow: Facilitating interteam leadership networks in cross-functional multiteam systems* Invited Presentation at Florida International University, Business School, as part of the Alvah H. Chapman Jr. Outstanding Dissertation Award in the Field of Leadership.
1. **Carter, D.R.** (Oct, 2013). *Collective leadership structure emergence and affordances*. Teams Incubator Mini-Conference, University of Florida, Warrington College of Business, Department of Management.

## MEDIA ATTENTION

2. Weir, K. (2018) “Building teamwork on NASA space missions.” Feature profile article in the *American Psychological Association’s (APA) Monitor on Psychology Magazine*.  
<http://www.apa.org/monitor/2018/06/mission-mars-teamwork.aspx>
1. Frame, S. (2017). “Dorothy Carter explores a mission to Mars.” Feature profile article in the *American Psychological Association (APA) online Member Center*.  
<http://psyciq.apa.org/dorothy-carter-explores-mission-mars/>.

## **GRADUATE STUDENT MENTORING**

- Master's Thesis Chair (Defense, March, 2017) - *Cynthia Maupin* (UGA, Psychology)
- Master's Thesis Chair (in progress) - *Jacob Pendergraft* (UGA, Psychology)
- Comprehensive Exam Chair (November, 2017) - *Cynthia Maupin* (UGA, Psychology)
- Comprehensive Exam Chair (in progress) - *Hayley Trainer* (UGA, Psychology)
- Comprehensive Exam Chair (in progress) - *Justin Jones* (UGA, Psychology)
- Comprehensive Exam Committee (Defense, April, 2018) - *Young Jae Kim* (UGA, Psychology)
- Comprehensive Exam Committee (in progress) - *Olivia Vande Griek* (UGA, Psychology)
- Comprehensive Exam Committee (in progress) - *Alexandra Harris* (UGA, Psychology)
- Dissertation Chair (in progress) – *Cynthia Maupin* (UGA, Psychology)
- Dissertation Committee (Defense, August, 2018) - *Ada Guan* (UGA, Psychology)
- Dissertation Committee (in progress) - *Young Jae Kim* (UGA, Psychology)
- Dissertation Committee (in progress) - *Gouri Mohan* (IESE Business School, Barcelona, Spain, Management) – Visiting International Scholar hosted by UGA LINC Lab, March 2018-August 2018

## **TEACHING EXPERIENCE**

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

- Fall 2018: PSYC 5100/3900H – Organizational Leadership
- Spring 2018: PSYC 5100 – Psychology of Social Networks
- Fall 2017: PSYC 5100/3900H – Organizational Leadership
- Fall 2017: PSYC 5100 – Psychology of Social Networks
- Spring 2017: PSYC 5100 – 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

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

- Summer 2018: PSYC 6813 – Teams in Organizations
- Summer 2017: PSYC 6813 – Teams in Organizations

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

- Fall 2018: PSYC 8990 – Organizational Teams and Social Network Analysis, Ph.D. Seminar
- Fall 2016: PSYC 8990 – Organizational Leadership, Ph.D. Seminar

### **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 (*Research Coordinator for National Science Foundation Award #1063901*)

## **UNIVERSITY SERVICE**

- Fellow of the UGA Owens Institute for Behavioral Research, (2017—Present)
- Invited Full Member, UGA Georgia Informatics Institute (GII) (2017—Present)
- Invited Speaker, UGA Terry College of Business Diversity Café (March, 2018)
- Invited Speaker, UGA Terry College of Business SHRM Chapter (February, 2018)
- Invited Speaker, UGA Georgia Informatics Institute (GII) (December, 2018)
- UGA Psychology Department Research Participation Committee (2017—Present)
- UGA I/O Psychology Program Comprehensive Exam Committee (2018—Present)
- UGA I/O Psychology Program Graduate Student Selection Committee (2017—Present)
- UGA I/O Psychology Program Graduate Student Curriculum Committee (2016—2017)

## **PROFESSIONAL AFFILIATIONS**

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

## **PROFESSIONAL SERVICE**

### **Column Editor/Author**

- May 2018-Present: The “Academic Forum” of The Industrial-Organizational Psychologist (TIP)

### **Editorial Board Member:**

- Journal of Applied Psychology

### **Ad Hoc Reviewer, National Funding Agencies:**

- The National Science Foundation, Science of Organizations (SoO)

### **Ad Hoc Reviewer, Journals:**

- American Psychologist
- Academy of Management Journal
- The Leadership Quarterly
- Journal of Management
- Group and Organization Management
- The Journal of Business and Psychology
- Journal of Vocational Behavior
- Journal of Managerial Psychology
- Business Ethics: A European Review
- Social Work in Health Care
- Scientometrics

### **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

**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)
- *Doctoral Consortium for the Interdisciplinary Network for Groups Research (INGRoup)* (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 Workshop or Doctoral Consortia Contributor:**

- Facilitator: *Grant Funding for Teams Research Pre-Conference Workshop* (July, 2018), Interdisciplinary Network for Group Research Annual Meeting, Washington, DC.
- 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.