

## Curriculum Vitae

**Dorothy R. Carter, Ph.D.**

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

The University of Georgia, Department of Psychology  
125 Baldwin St. Athens, GA 30602, [dcarter3@uga.edu](mailto:dcarter3@uga.edu)  
[www.linclabresearch.org](http://www.linclabresearch.org)

### ACADEMIC APPOINTMENTS

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

### EDUCATION

- 2016 Ph.D. Industrial-Organizational Psychology, Georgia Institute of Technology  
Minor: Quantitative Psychology  
Dissertation: *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*
- 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

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, top management teams

### GRANT FUNDING

- Principal Investigator – *Collaborative Research: Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance* (6/1/2019-5/31/2022). The National Science Foundation (NSF), Science of Organizations (SoO) #1853470. Carter, D.R. (Co-PI), Cullen-Lester, K. (Co-PI). Budget: \$356,810.
- Principal Investigator – *Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks* (02/15/2018-02/14/2021). The National Aeronautics and Space Administration (NASA) #80NSSC18K0511. Carter, D.R. (PI), Shuffler, M. (Co-I), Schecter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I). Budget: \$991,979
- Co-Investigator – *Cooperative Agreement: Next Generation Teams and Organizational Subsystems Research* (10/01/2019-09/30/2026). Salas, E. (PI), Thayer, A. (Co-PI), Carter, D.R. (Co-I), Shuffler, M. (Co-I), Luciano, (Co-I). Army Research Institute (ARI). Budget Pending Final Approval: \$19,350,000.
- Co-Investigator – *Georgia Clinical and Translational Science Alliance (GaCTSA)* (10/01/2017-9/30/2022). National Institutes of Health (NIH) #UL1TR002378, Taylor, W.R. (PI), Ofili, E.O. (PI), Garcia, A.J. (PI), Phillips, B.G. (PI), Blumberg, H.M. (PI). Budget: \$51,000,000.

## RESEARCH 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 Florida International University Center for Leadership in partnership with the Academy of Management Network of Leadership Scholars (Award: \$3000 and invited presentation at the CFL, April, 2018)
- 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 *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

## TEACHING HONORS AND AWARDS

- 2019 *Outstanding Teaching Award*, UGA Industrial-Organizational Psychology Program
- 2019 *Career Center Acknowledgment for Making a Positive Impact on Student’s Career*, UGA
- 2017 *Career Center Acknowledgment for Making a Positive Impact on Student’s Career*, UGA

## MEDIA ATTENTION FOR RESEARCH

- Hewer, M., & Sleek, S. (2018). “Teams in space: It isn’t just rocket science.” Cover story of the *Association for Psychological Science (APS) 2018 Observer*. <https://bit.ly/2TiZMVL>
- 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>
- 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/>

## FEATURED DISCIPLINARY PUBLICATIONS

† Denotes PhD student at time of collaboration (UGA students underlined)

7. Shuffler, M., & **Carter, D.R.** (2018). Teamwork in multiteam systems: Key lessons learned and future opportunities. *American Psychologist*, 73(4), 390-406.
6. 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.
5. Cullen-Lester, K.L., †Maupin, C.K., & **Carter, D.R.** (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*, 28(1), 130-152.
  - ❖ *Winner of the 2017 Leadership Quarterly Best Paper Award*
4. Shuffler, M., Kramer, W., **Carter, D.R.**, Thayer, A., & Rosen, M. (2017). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review*, 28(4), 361-377.
3. **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.
  - ❖ *Accepted as an Integrative Conceptual Review Article representing a substantial integration of research and advancement of theory*
2. 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.
1. Contractor, N.S., DeChurch, L.A., Carson, J., **Carter, D.R.**, & Keegan, B. (2012). The topology of collective leadership. *The Leadership Quarterly*, 23, 994-1011.

## OTHER DISCIPLINARY AND INTERDISCIPLINARY PUBLICATIONS

† Denotes PhD student at time of collaboration (UGA students underlined)

†† Denotes undergraduate student at time of collaboration

11. †Pendergraft, J.G., **Carter, D.R.**, ††Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (in press). Learning from the past to advance the future: The adaptation and resilience of NASA's spaceflight multiteam systems across four eras of spaceflight, *Frontiers in Psychology*.
  - ❖ *Graduate student mentee first author*
  - ❖ *Special issue on dynamic views of organizational teamwork*
10. Llewellyn, N., **Carter, D.R.**, DiazGranados, D., Pelfrey, C., Rollins, L., & Nehl, E. J. (2019). Scope influence, and interdisciplinary collaboration: The publication portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 Through 2017. *Evaluation and the Health Professions* Published online ahead of print: doi.org/10.1177/0163278719839435.
9. †McMillan, J., Shockley, K. M., & **Carter, D. R.** (2018). Gender differences in SIOP Research Fellows' publication networks. *Industrial/Organizational Psychology: Perspectives on Science and Practice*, 11(3), 439-448.
  - ❖ *Graduate student first author*

8. Llewellyn, N., **Carter, D.R.**, Nehl, E. J., & Rollins, L. (2018) Charting the publication and citation impact of the NIH Clinical & Translational Science Award (CTSA) program from 2006-2016. *Academic Medicine*, 93(8) 1162-1170.
7. 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.
6. 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.
5. 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.
4. **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.
3. 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.
2. **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.
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.

## CHAPTERS IN EDITED VOLUMES

† Denotes PhD student at time of collaboration (UGA students underlined)

†† Denotes undergraduate student at time of collaboration

8. †Pendergraft, J., **Carter, D.R.**, & 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*.  
  - ❖ Graduate student mentee first author
7. †Jones, J., †Mohan, G., †Trainer, H., & **Carter, D.R.**, (forthcoming). The changing nature of teams: Recommendations for managing 21<sup>st</sup> century. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*.  
  - ❖ First three authors are graduate student mentees
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*.  
  - ❖ Handbook chapter
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.

❖ *Handbook chapter*

4. Fiore, S. M., **Carter, D. R.**, & Asencio, R. (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In (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.

❖ *Handbook chapter*

1. **Carter, D.R.**, Seely, P.W., ††Dagosta, J., DeChurch, L.A., & Zaccaro, S.J. (2014). Leadership for global virtual teams: Facilitating teamwork processes. In R. Griffith & J. L. Wildman (Eds.), *Leading Global Teams* (pp. 225-252), Springer.

## REFEREED CONFERENCE PROCEEDINGS

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. (2014). Impact of leadership network structure on the creative output of multiteam systems. *Paper Proceedings of the 74<sup>th</sup> Annual Meeting of the Academy of Management (AOM)*.
1. DeChurch, L.A., **Carter, D.R.**, Zaccaro, S.J., Contractor, N.A. (2014). Leadership and governance approaches for complex cooperative settings. *Paper Proceedings of the North Atlantic Treaty Organization (NATO) Human Factors and Medicine Panel*.

## OTHER PUBLICATIONS

† Denotes PhD student at time of collaboration (UGA students underlined)

4. **Carter, D.R.** & † Trainer, H. M. (April 2019). The Academic's Forum Column: "The Pros and Cons of Interdisciplinarity as a Junior Academic: How to Decide When it's Worth it." *The Industrial-Organizational Psychologist*.

3. **Carter, D.R.** & † Maupin, C. K. (December 2018). The ‘Academic’s Forum’ Column: On exciting ‘firsts’ in academia. *The Industrial-Organizational Psychologist*, 57(3).
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/>

## INVITED PRESENTATIONS

7. **Carter, D.R.** (February 2019). Leadership in and as networks: The implications of gender for leadership networks in modern organizations. Invited presentation at the *Female leadership in mammalian and human societies small group workshop*, Wissenschaftskolleg zu Berlin (Institute for Advanced Study), Berlin, Germany.
6. **Carter, D.R.** (February 2019). *Harness the potential of your strategic leaders*. Invited webinar presentation for the Center for Creative Leadership, Greensboro, NC.
5. **Carter, D.R.** (May 2018). Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks. In **D.R. Carter** (Chair). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited symposium at the Association for Psychological Science 30<sup>th</sup> Annual Convention. San Francisco, CA.
4. **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.
3. **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.
2. **Carter, D.R.** (February 2018). *Leveraging the psychology of teamwork to help solve grand challenges*. Invited presentation at the University of Georgia Chapter of the Society for Human Resource Management (SHRM).
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.

## SYMPOSIA CHAIRED

† Denotes PhD student at time of collaboration (UGA students underlined)

11. †Pendergraft J.G., † Mohan, G., **Carter, D.R.** (Co-Chairs) (July 2019). *Facilitating multiteam systems in high-stakes practical contexts*. Symposium at the 14th Annual conference of the Interdisciplinary Network for Groups Research (INGroup), Lisbon, Portugal.
10. **Carter, D.R.** (Chair) (May 2019). *Facilitating multiteam system collaboration in high-stakes environments*. Symposium at the 19<sup>th</sup> European Association for Work and Organizational Psychology (EAWOP) annual congress. Turin, Italy,

9. **Carter, D.R.** (Chair) (May 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium at the 30<sup>th</sup> annual convention of the Association for Psychological Science (APS). San Francisco, CA.
8. †Kim, Y.J. & **Carter, D.R.** (Co-Chairs) (August 2018). *Exploring team leadership effects via a motivational perspective*. Symposium at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
7. **Carter, D.R.** & Luciano, M. (Co-Chairs) (July 2016). *The paradox of multiteam work: Factors that pull systems apart and push teams together*. Symposium at the annual conference of the Interdisciplinary Network for Groups Research (INGRoup), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
5. **Carter, D.R.** and †Plummer, G. (Co-Chairs) (July 2015). *Grand groups: Multiteam systems solving 'grand challenges.'* Symposium at the 10<sup>th</sup> annual conference of the Interdisciplinary Network for Group Research (INGRoup), Pittsburgh, PA
4. **Carter, D.R.** (Chair) (July 2013). *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. Symposium at the 8<sup>th</sup> annual conference of the Interdisciplinary Network of Groups Research (INGRoup), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
2. **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 (AOM), 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 conference of the Society for Industrial and Organizational Psychology (SIOP): San Diego, CA.

## PRESENTATIONS AT NATIONAL/INTERNATIONAL CONFERENCES

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

†† Denotes undergraduate student mentee at time of collaboration (UGA students underlined)

73. Mohan, G., & **Carter, D.R.** (August 2019). *Longitudinal effects of non-calculative & affective identity motivation to lead*. Paper presentation at the 79th Annual Meeting of the Academy of Management: Boston, MA.
72. †Trainer, H.M., **Carter, D.R.**, Cullen-Lester, K., Frear, K., & †Jones, J.M. (August,2019). The followership gender gap. In Farro, A. (Chair). *Gender as a substantive variable in leadership studies: Individual and team level perspectives*. 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.
71. †Pendergraft, J.G., **Carter, D. R.**, ††Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (July 2019). Learning from the past to advance the future: The adaptation and resilience of NASA's mission control center multiteam system across four eras of spaceflight. In †J. Pendergraft, †G. Mohan, & **D.R. Carter** (Co-Chairs). *Facilitating multiteam systems in high-stakes practical*

contexts. The 14th Annual Interdisciplinary Network for Group Research (INGroup) Conference, Lisbon, Portugal.

70. †Maupin, C.K., Fitzhugh, S., & **Carter, D.R.** (July 2019) *Disruptive events and multiteam systems: Dynamic leadership and communication patterns*. Paper presentation at the 14th Annual Interdisciplinary Network for Group Research Conference: Lisbon, Portugal.
69. †Trainer, H. M., Liu, Y., **Carter, D.R.**, Zhou, L. & Che, X. (July 2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective*. Paper presentation at the 14th Annual INGRoup Conference, Lisbon, Portugal.
68. †Jones, J.M., †Mohan, G., **Carter, D.R.**, Cullen-Lester, K.L., & Frear, K. (July 2019). The drivers of strategic conversations in upper-echelon teams. In J. Grand (Chair), *Organizational Relational Networks*. 14<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research (INGroup), Lisbon, Portugal.
67. **Carter, D.R.**, †Pendergraft, J.G., ††Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (May 2019). Learning from the past to advance the future: The evolution of NASA's mission control center multiteam system. In **Carter, D.R.** (Chair), *Facilitating multiteam system collaboration in high-stakes environments*. Symposium at the 19<sup>th</sup> European Association for Work and Organizational Psychology (EAWOP) annual congress. Turin, Italy,
66. †Mohan, G. & **Carter, D.R.** (April 2019). *Informational diversity, team identity, and leadership decentralization*. Poster presentation at the 34<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
65. †Trainer, H. M., **Carter, D.R.** (April 2019). *Leveraging longitudinal network analysis to evaluate interdisciplinary collaboration*. Poster presentation at the 34<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
64. †Jones, J. M., **Carter, D.R.**, Espinosa, J.A., & Clark, M.A. (April 2019). The impact of knowledge overlap networks on team coordination and performance. In Outland, N., Gupta, P. (Co-Chairs), *Frontiers of team cognition research: Empirical and computational approaches*. Symposium at the 34<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
63. Cullen-Lester, K., **Carter, D. R.**, Frear, K., Busenbark, J., †Jones, J., †Mohan, G., †Tawse, A., & †Lystig, B. (March 2019). *Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations*. Paper presentation at the Strategic Management Society Special Conference, Las Vegas
62. †Pendergraft, J.G., **Carter, D.R.**, ††Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (January 2019). *Adaptation and resilience of a spaceflight multiteam system: Evolution of NASA's Mission Control Center*. Paper presentation at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.
61. **Carter, D.R.**, Shuffler, M., DeChurch, L., Contractor, N.S., Schecter, A., Zaccaro, S.J., Burke, S., Landon, L., Lungeneau, A., †Pendergraft, J., †Trainer, H., †Jones, J., †Larson, L., & †Niler, A. (January, 2019). *Developing a toolkit for facilitating spaceflight multiteam system coordination*. Paper presentation at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.
60. Carter, N.P., **Carter, D.R.**, Carter, N.T., Opitz, R., & Barnes, A. (December 2018). *Cash crops and snake kings: Integrating archeology, epigraphy, and network analysis in the Southern May*



*Mountains*. Paper presentation at the “Connected Past” Multi-Disciplinary Conference on Network Analysis and History at Oxford University, United Kingdom, <https://connectedpast.net/>.

59. †Trainer, H., Liu, Y., **Carter, D.R.**, †Pendergraft, J., & Zhou, L. (August 2018). Effects of team veterans’ perceptions of newcomers on integration and performance. 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 (AOM), Chicago, IL.
  - ❖ *Featured as part of an “All Academy Program” session at the Annual Meeting of the Academy of Management*
58. †Kim, Y.J., **Carter, D.R.**, †Maupin, C.K., & Hoffman, B.J. (Co-Chairs) (August 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 (AOM), Chicago, IL.
57. **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 30<sup>th</sup> annual convention of the Association for Psychological Science (APS), San Francisco, CA.
  - ❖ *Invited Chaired Symposium*
56. †Maupin, C.K., Cullen-Lester, K.L., Gerbasi, A., & **Carter, D.R.** (May 2018). *Thriving across boundaries: The moderating effect of formal and informal leadership*. Paper presentation at the International Perspectives on Leadership (IPL), Chania, Greece.
55. **Carter, D. R.**, Llewellyn, N.M., Nehl, E.J. & Rollins, L. (April 2018). *Evolution of the interdisciplinary co-citation network supported by the Georgia Clinical and Translational Science Alliance Program from 2006 through 2016*. Translational Science Conference, Washington DC.
54. Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April 2018). *A qualitative and quantitative summary of the content of publications supported by the National CTSA Program from 2006-2017: Diversity, scope, and inter-disciplinarity*. Translational Science Conference, Washington DC.
53. Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April 2018). *Charting the publication and citation impact of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 through 2016*. Translational Science Conference, Washington DC.
52. Rollins, L. Llewellyn, N.M., **Carter, D. R.**, & Nehl, E.J. (April 2018). *An application of the payback framework to evaluate the outcomes of pilot projects supported by the Atlanta Clinical and Translational Science Institute from 2007-2014*. Translational Science Conference, Washington DC.
51. Carter, D.R., Shuffler, M., Schechter, A., DeChurch, L.A., Contractor, N., Burke, S., Zaccaro, S. J., Landon, L., Trainer, H., & Pendergraft, J. (January 2018). *Project FUSION: Facilitating unified systems of interdependent organizational networks*. Poster presentation at the National Aeronautics and Space Administration (NASA) Human Research Program (HRP) Investigators Workshop (IWS)
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 (AOM), 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 (AOM), 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 (INGRoup), 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 (INGroup), 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 (ICA), 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 (EAWOP), Dublin, Ireland.
44. **Carter, D.R.**, & DeChurch, L.A. (May 2017). *The impact of team priorities on inter-team leadership claims and grants in multiteam systems*. Paper presentation at the 2<sup>nd</sup> Annual Interdisciplinary Perspectives on Leadership (IPL) conference, 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 (SIOP), 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 Group 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 (AOM), 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 annual conference of the Interdisciplinary Network for Groups Research (INGRoup), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Interdisciplinary Network for Group Research (INGRoup), 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 conference of the Interdisciplinary Network for Group Research (INGRoup), 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 conference of the Interdisciplinary Network for Group Research (INGRoup), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 (AOM), 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 (AOM), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
24. Gibson, Z., **Carter, D.R.**, Braun, M., Montoya, A. & DeChurch, L.A., (Nov. 2013) *Using machine learning techniques to understand team processes*. Paper presentation at the Computational Social Science (CSS) Conference, Emory University, Atlanta, GA.
23. Lungeanu, A., Contractor, N., **Carter, D.R.**, & DeChurch, L.A. (July 2013). A hypergraph approach to understanding the assembly of scientific research teams. In **D.R. Carter** (Chair) *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. Symposium at the annual conference of the Interdisciplinary Network of Groups Research (INGRoup), 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 annual conference of 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 (EAWOP) Small Group Meeting on Multiteam Systems, Varenna, Italy.
19. Carter, N.T., **Carter, D.R.**, & DeChurch, L. (August 2012). IRT-based evidence of team construct measurement quality and emergence. 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 (AOM), 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 (AOM), 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 presentation at the annual conference of the American Psychological Science (APS), 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 annual conference of the American Psychological Association (APA), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), 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 annual conference of the International Sunbelt Social Network (SUNBELT) 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 annual conference of the International Sunbelt Social Network (SUNBELT) 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 annual conference of the International Sunbelt Social Network (SUNBELT) 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 (OSWC) 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 conference of the Interdisciplinary Network for Group Research (INGroup), 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 (SIOP), 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 (APS), 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 conference of the Society for Industrial and Organizational Psychology (SIOP), Atlanta, GA.
2. **Carter, D.**, & Steele-Johnson, D. (May 2009). *Effects of systematic exploration and proactive personality on performance*. Poster presented at the annual conference of the Midwestern Psychological Association (MPA), 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 conference of the Midwestern Psychological Association (MPA), 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**

7. Caylor, J., **Carter, D.R.**, England, K., Sabat, I. E., Wax, A., & Wildman, J. L. (Panelists) In N. S. Duong (Chair). *We're here, we're queer, and we're on your team: Studying LGBT issues in teams*. Panel discussion at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, DC, April 2019.
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. Balkundi, P., **Carter, D.R.**, Contractor, N., DeChurch, L.A., & Slaughter, A. (Panelists). In K. Sodhi, A. Petruzzelli, & A.L. Thayer (Co-Chairs). *Using social network analysis to understand complex teams*. Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, April 2018.
3. **Carter, D.R.**, Krauss, A., & Dalal, D. (Community of Interest Facilitators). Collaborating across scientific disciplines: Making I-O more cross-disciplinary. “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. Caligiuri, P., **Carter, D.R.**, Dickson, M. W., Griffith, R. L., & Steelman, L.A. (Panelists). In J. Wildman (Chair), *Leading global teams: Translating science into practice*. Panel discussion at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI, May 2014.

## GRADUATE STUDENT MENTORING

### Mentorship of UGA Psychology Ph.D. Students

- **Cynthia Maupin**, Graduation (expected): July 2019, Began PhD program in 2014. Dissertation Title: *Disruptive events and multiteam systems: The impact of adaptive communication and leadership structures on system performance*; Preliminary examination completed: November, 2017; Master’s Thesis Defense: May 2017, Master’s Thesis Title: *The impact of inter-team leadership structures on intra-team performance*; Doctoral Research Fellow at the United States Army Research Institute: January 2018-July 2019; Tenure-Track Assistant Professor of Organizational Behavior and Leadership at the University of New York at Binghamton beginning August 2019.
- **Hayley Trainer**, Graduation (expected): May 2021, Began PhD program in 2016; Master’s Thesis Defense: November, 2016 (London School of Economics and Political Science); Master’s Thesis Title: *The effects of shared governance council participation on self-efficacy, psychological safety, and counterproductive work behavior in UK nurses*; Research Fellow at the Wright Patterson Air Force Base Research Center, June 2018-August 2018.
- **Jacob Pendergraft**, Graduation (expected): May 2022; Began PhD program in 2017.
- **Justin Jones**, Graduation (expected): May 2023, Began PhD program in 2018; Master’s Thesis Defense: May, 2018 (Western Kentucky University); Master’s Thesis Title: *The influence of a proposed margin criterion on the accuracy of parallel analysis in conditions engendering underextraction*.
- **Emily Gerkin**, Graduation (expected): May 2024, Began PhD program in 2019.

### Mentorship of Visiting Scholars

- **Gouri Mohan**, Graduation (expected): July, 2019; IESE Business School, Barcelona; Visiting International Scholar at UGA LINC Lab from March 2018—July 2019; Post-Doctoral Researcher at Ivey Business School, Canada, beginning August, 2019

## **Service on Thesis, Preliminary Exam, or Dissertation Committees:**

### *Clemson University – Thesis Exam Committees*

- **Lizandra Alvarado**, Chair: Marissa Shuffler, *in progress*

### *University of Georgia - Preliminary Exam Committees*

- **Young Jae Kim**, Chair: Brian Hoffman, Defended: April 2018
- **Olivia Vande Griek**, Chair: Lillian Eby, Defended: November 2018
- **Alexandra Harris**, Chair: Nathan Carter, Defended: November, 2018

### *University of Georgia – Dissertation Committees*

- **Ada Guan**, Chair: Nathan Carter, Defended: August 2018
- **Young Jae Kim**, Chair: Brian Hoffman, *in progress*
- **Yi Fan**, Chair: Nathan Carter, *in progress*
- **Alexandra Harris**, Chair: Nathan Carter, *in progress*
- **Megan Lowery**, Chair: Nathan Carter, *in progress*
- **Kate Conley**, Chair: Nathan Carter, *in progress*

## **TEACHING EXPERIENCE**

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

- PSYC 5100/3900H – Organizational Leadership Honors Capstone (Fall 2017, FALL 2018)  
(*New course developed at UGA*)
- PSYC 5100 – Psychology of Social Networks Capstone (Spring 2017, Fall 2017, Spring 2018)  
(*New course developed at UGA*)
- PSYC 4200 – Social Psychology (Fall 2015, Spring 2016, Summer 2016, Spring 2017)

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

- PSYC 6813 – Teams in Organizations (Summer 2017, Summer 2018)  
(*New course developed at UGA*)

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

- PSYC 8990 – Current Directions in I/O Psychology (Spring 2019)  
(*New course developed at UGA*)
- PSYC 8990 – Organizational Teams and Social Network Analysis (Fall 2018)  
(*New course developed at UGA*)
- PSYC 8990 – Organizational Leadership (Fall 2016)  
(*New course developed at UGA*)

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

- Leveraging Networks Honors Capstone (Spring 2015)

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

- Business Innovation Management – Served as Research Coordinator for National Science Foundation Award #1063901 (Spring 2012)



## DEPARTMENTAL SERVICE

- UGA Psychology Department Quantitative Curriculum Committee (November 2018—Present)
- UGA Psychology Department Research Participation Committee (2017—2018)
- UGA I/O Psychology Program Comprehensive Exam Committee (2018—2019)
- UGA I/O Psychology Program Graduate Student Selection Committee (2017—Present)
- UGA I/O Psychology Program Graduate Student Curriculum Committee (2016—2017)

## 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 2017 and December 2018)

## PROFESSIONAL SERVICE

### Columnist:

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

### Elected Representative at Large

- The *Research Methods Division* of the *Academy of Management*

### Editorial Board Member:

- *Journal of Applied Psychology* (5-year impact factor: 7.121)
- *Journal of Management* (5-year impact factor: 8.080)

### Ad Hoc Reviewer, National Funding Agencies:

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

### Ad Hoc Reviewer, Journals

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

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

**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.

**PROFESSIONAL AFFILIATIONS**

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