

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

Associate Professor  
Department of Management  
The Eli Broad College of Business  
Michigan State University  
632 Bogue St. East Lansing, MI 48824  
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## RESEARCH FOCUS

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Leadership, team and multiteam system effectiveness, social networks, motivation

## EDUCATION

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- Ph.D. Georgia Institute of Technology, 2016  
Industrial/Organizational Psychology  
Dissertation: The Motivational Drivers of Leadership Emergence in Multiteam Systems  
Committee: Leslie DeChurch (Chair), Steve Zaccaro, Noshir Contractor, Ruth Kanfer, Frank Durso
- M.S. Georgia Institute of Technology, 2013  
Industrial/Organizational Psychology  
Thesis: The Impact of Leadership Network Structure on Multiteam System Innovation  
Committee: Leslie DeChurch (Chair), Steve Zaccaro, Ruth Kanfer
- B.S. Wright State University, 2010  
Psychology, Management (Minor)  
Magna cum Laude

## ACADEMIC APPOINTMENTS

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- 2024 - present Associate Professor  
*Michigan State University, Department of Management*
- 2022 – 2024 Associate Professor  
*Michigan State University, Department of Psychology*
- 2021 – 2022 Associate Professor  
*University of Georgia, Department of Psychology*
- 2015 – 2021 Assistant Professor  
*University of Georgia, Department of Psychology*

## RESEARCH FUNDING

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Principal Investigator – *Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance* (03/2019-03/2024). **The National Science Foundation (NSF), Science of Organizations (SoO)**. Carter, D.R. (PI, #1853470/2320876), Cullen-Lester, K. (PI, #1853404). Budget: \$405,810.

Principal Investigator – *Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks* (03/2018-07/2025). **The National Aeronautics and Space Administration (NASA)** #80NSSC18K0511(Original), #80NSSC23K1124 (Renewal), Carter, D.R. (PI), Shuffler, M. (Co-I), Schechter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I). Budget: \$1,343,721.

- Co-Investigator and Institutional Principal Investigator – *Cooperative Agreement: Next Generation Teams Research* (10/2019-02/2024). **The U.S. Army Research Institute (ARI)** #W911NF-19-2-0173. Salas, E. (PI), Thayer, A. (Co-I), Carter, D.R. (Co-I), Shuffler, M. (Co-I), Tannenbaum, S. (Co-I).
- Co-Investigator – *FW-HTF-RM: Intelligent Social Network Interventions to Augment Human Cognition for Interdisciplinary Interactions in Project Teams* (09/2019-12/2023). **The National Science Foundation (NSF)** #1928278. Mollaoglu (PI), Frank, K (Co-I), Argyris, Y.A. (Co-I), Carter, D.R. (Co-I), & Zhang, H. (Co-I). Budget: \$1,439,993.
- Co-Investigator – *IGE: Toward an Interdisciplinary Blueprint for Open Science Graduate Education* (07/2020-07/2023). **The National Science Foundation (NSF)** #1955049. Quinn, D. (PI), Johnsen, K. (Co-I), Lazar, N. (Co-I), Welch-Devine (Co-I), & Carter, D.R. (Co-I). Budget: \$498,929.
- Co-Investigator – *Georgia Clinical and Translational Science Alliance (Georgia CTSA)* (10/2017-09/2022). **The National Institutes of Health (NIH)** #UL1TR002378. Taylor, W.R. (PI), Ofili, E.O. (PI), Garcia, A.J. (PI), Phillips, B.G. (PI), Blumberg, H.M. (PI). Budget \$51,141,485.

## RESEARCH HONORS AND AWARDS

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- 2023 *Winner of the “Early Career Award in Groups and Teams Research”* Presented by the Interdisciplinary Network for Groups Research (INGRoup). Awarded annually to an “early career individual whose work to date has who has made distinguished contributions and demonstrated a clear commitment to advancing the interdisciplinary science of team or small group behavior, dynamics, and outcomes.”
- 2023 *Reviewer of the Year Award, Journal of Business and Psychology*
- 2020 *Winner of The University of Georgia’s “Charles B. Knapp Early Career Scholar in the Social Sciences Award.”* University-wide award recognizes “outstanding accomplishment and evidence of potential future success in scholarship, creative work or research by an early career faculty member in the social and behavioral sciences.”
- 2020 *Invited Keynote Speaker.* The 10<sup>th</sup> Anniversary Celebration for the “Women in Science Giving Circle Award” at Wright State University, Dayton, OH. In recognition of being the inaugural winner of this award as an undergraduate student in 2010.
- 2019 *Winner of the “Rising Star in Leadership Research Award.”* Presented by the Academy of Management (AoM) Network of Leadership Scholars. Sponsored by the Exeter Centre for Leadership, University of Exeter Business School, UK. Awarded annually to honor “a junior scholar who is already making a significant contribution to the field of leadership.”
- 2019 *United States Army Consortium Research Fellow.* The Foundational Science Research Unit of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI)
- 2018 *Winner of The Leadership Quarterly’s “Best Paper of the Year Award”* from the Academy of Management’s Network of Leadership Scholars and the Center for Creative Leadership (CCL)
- 2017 *Winner of the “Alvah H. Chapman Jr. Outstanding Leadership Dissertation Award”* from the Academy of Management (AoM) Network of Leadership Scholars, sponsored by the Florida International University Center for Leadership (CFL) awarded annually to recognize “the dissertation that makes an outstanding contribution to the field of leadership.”
- 2015 *Winner of the “Top Graduate Student Publication Award,”* from the Georgia Institute of Technology, Department of Psychology.
- 2012 *Visiting Scholar,* Spring Semester 2012, Grenoble Ecole de Management, Grenoble, France
- 2010 *Inaugural Winner of the “Women in Science Award,”* Wright State University, Dayton, OH.
- 2008 *Winner of the “Best Undergraduate Paper Award,”* The Midwestern Psychological Association Annual Conference, Chicago, IL.

## PEER-REVIEWED PUBLICATIONS

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\*Denotes graduate student mentee at time of collaboration

- Livingston, B., Gloor, J.L., Ward, A.K., Gabriel, A.S., Campbell, J.T., Block, E., Carter, D.R., French, K.A., & Shoss, M. (2024). Many roads to success: Broadening our views of academic career paths and advice. *Journal of Management*, 50(4), 1186-1197.
- Rose, L., Listyg, B., Owens, M.M., Hyatt, C.S., Carter, N.T., Carter, D.R., Lynam, D.R., & Miller, J.D. (in press). Testing whether the relations between sex and psychopathology are accounted for by structural morphometry in ABCD. *Journal of Psychopathology and Clinical Science*.
- \*Larson, L. Harris-Watson, A., Carter, D.R., Asencio, R., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (2023). Staying apart to work better together: Team structure in cross-functional teams. *Academy of Management Discoveries*, 9(3), 320-338.
- Liu, Y., Song, Y., \*Trainer, H., Carter, D.R., Zhou, L., Wang, Z., & Chiang, J.T., (2023). Feeling negative or positive about fresh blood? Understanding veterans' affective reactions toward newcomer entry in teams from an affective events perspective. *Journal of Applied Psychology*, 108(5), 728-749.
- Cullen-Lester, K., Maupin, C.K., Floyd, T., Mahdon, M., Gerbasi, A., & Carter, D.R. (2023). Crossing the bridge from network training to development: A guide to take trainees from classroom insights to effective networks. *Organizational Dynamics*, 52(1), 100937.
- \*Wolf, A., \*Hedrick, K.N., \*Begerowski, S., Switzer, F.S., Wiper, D.W., Carter, D.R., & Shuffler, M. (2023). Making every meeting count: A qualitative investigation of multiteam meeting events and their role in supporting coordinated cancer care delivery. *Journal of Oncology Practice*, 19(1), e53-e66.
- \*Hyatt, C., \*Listyg, B., \*Owens, M., Carter, N.T., Carter, D.R., Lynam, D.R., Harden, K.P., & Miller, J. (2022) Structural brain differences do not mediate the relations between gender and personality. *Journal of Personality*, 90(6), 902-915.
- Cullen-Lester, K.L., Porter, C.M., \*Trainer, H.M., \*Solanelles, P., & Carter, D.R. (2021). Network structures of influence within organizations and implications for HRM. *Research in Personnel and Human Resources Management*, 39, 129-174.
- ❖ *Invited Monograph*
- Rollins, L., Llewellyn, N., Ngaiza, M., Nehl, E., Carter, D.R., & Sands, J.M. (2021). Using the payback framework to evaluate the outcomes of pilot projects supported by the Georgia Clinical and Translational Science Alliance. *Journal of Clinical and Translational Science*, 5(1), E48.
- Carter, D.R., Cullen-Lester, C., \*Jones, J.M., Gerbasi, A., Chrobot-Mason, D., & \*Nae, E. (2020). Functional leadership in interteam contexts: Understanding 'what' in the context of why? where? who? and when? *The Leadership Quarterly*, 31, 101378-101397.
- \*Trainer, H.M., \*Jones, J.M., \*Pendergraft, J.G., \*Maupin, C.K., & Carter, D.R. (2020). Team membership change events: A review and reconceptualization. *Group and Organization Management*, 45, 219-251.
- Carter, N.T., \*Harris-Watson, A.M., \*Listyg, B., \*Lowery, M.R., \*Williamson, R.L., \*Conley, K.M., \*Maupin, C.K., King, R.T., & Carter, D.R. (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*, 105(9), 959-993.
- \*Newton, D., \*Chamberlin, M., \*Maupin, C.K., Nahrgang, J., & Carter, D.R., (2022). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*, 48(8), 2255-2285.
- Llewellyn, N., Carter, D.R., DiazGranados, D., Pelfrey, C., Rollins, L., & Nehl, E.J. (2020). Scope influence, and interdisciplinary collaboration: The publication portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 Through 2017. *Evaluation and the Health Professions*, 43(3), 169-179.

- \*Pendergraft, J.G., Carter, D.R., \*Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (2019). Learning from the past to advance the future: The adaptation and resilience of NASA's spaceflight multiteam systems across four eras of spaceflight. *Frontiers in Psychology*, *10*, 1633-1655.
- Shuffler, M., & Carter, D.R. (2018). Teamwork in multiteam systems: Key lessons learned and future opportunities. *American Psychologist*, *73*(4), 390-406.
- 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.
- 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.
- \*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.
- 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.
- Cullen-Lester, K.L., \*Maupin, C.K., & Carter, D.R. (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*, *28*(1), 130-152.
- ❖ *Winner of The Leadership Quarterly's "Best Paper of the Year Award"*
- 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.
- 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.
- Cutcher-Gershenfeld, J., Baker, K., Berente, N., Carter, D.R., DeChurch, L., ... & Knight, E. (2016). Build it, but will they come? A geoscience cyberinfrastructure baseline analysis. *Data Science Journal*, *15*.
- Carter, D.R., DeChurch, L.A., Braun, M. & Contractor, N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology*, *100*(3), 597-622.
- ❖ *Designated as an "Integrative Conceptual Review" by Journal of Applied Psychology*
- 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.
- Wax, A., Asencio, R., & Carter, D.R. (2015). Thinking big about big data. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *8*(4), 545-550.
- Murase, T., Carter, D.R., DeChurch, L.A., & Marks, M.A. (2014). Mind the gap: The role of leadership in multiteam system collective cognition. *The Leadership Quarterly*, *25*(5), 801-1078.
- 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.
- 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.
- 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

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\* Denotes graduate student at time of collaboration

- \*Weinberger, C., \*Bauer, L., Carter, D.R. (forthcoming) The role of networks in leadership effectiveness. In K.L. Cullen-Lester and G. Pryor (Eds.) *The social capital imperative: Revealing, developing, and leveraging organizational networks*. Oxford University Press.
- \*Bauer, L., \*Weinberger, C., Carter, D.R., & Landon, L.B. (2024). Managing spaceflight team stress: Considerations for multiteam system research. In P. Harms & Chang, Chu-Hsiang (Eds.). *Stress and well-being in teams*. (pp. 171-186). Emerald.
- \*Maupin, C.K., MacLaren, N., Goodwin, G.F., & Carter, D.R. (2024). Distributed spatial cognition: Improving wayfinding through spatial transactive memory systems. In K.M. Curtin & D.R. Montello (Eds.) *Collective spatial cognition: Innovative research about spatial thinking by human groups* (pp. 164-188). Routledge.
- Carter, D.R., Cullen-Lester, K., \*Solanelles, P., \*Jones, J., & Wormington, S., (2023). Uncovering patterns of strategic networks to support organizational agility. In S. Zaccaro, N. Hiller, & R. Klimoski (Eds.) *Senior leadership teams and the agile organization* (pp. 140-165). Routledge.
- \*Pearman, J., \*Gerkin, E., & Carter, D.R., (2023). What is 'functional' about distributed leadership in teams? In Schedlitzki, D., Larsson, M., Carroll, B., Bligh, M.C. & Epitropaki, O. (2nd ed.), *The Sage handbook of leadership* (pp. 72-82). SAGE Publications, Ltd. (UK).
- \*Jones, J. M., Carter, D.R., & Contractor, N. (2022). A network approach to studying team functioning. In S. J. Beck, J. Keyton, & M. S. Poole (Eds.). *The emerald handbook of group and team communication research* (pp. 89-108). Emerald Publishing Limited, Bingley.
- \*Pendergraft, J.G., Carter, D.R., \*Trainer, H.M., \*Jones, J.M., Shuffler, M., Schechter, A., DeChurch, L.A., Contractor, N. (2020). Supporting spaceflight multiteam systems throughout long-duration exploration missions: A countermeasure toolkit. In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and human performance in space programs* (pp. 237-257). CRC Press.
- \*Jones, J., \*Mohan, G., \*Trainer, & Carter, D.R., (2020). The changing nature of teams. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge handbook of the changing nature of work* (pp. 406-424). Cambridge University Press.
- \*Smith, J.G., \*Flynn, M.L., Shuffler, M.L., Carter, D.R., & Thayer, A.L. (2020). Meetings as a facilitator of multiteam system functioning. In J. Allen, A. Meinecke, & N. Lehmann-Willenbrock (Eds), *Managing meetings in organizations (Research on Managing Groups and Teams, Vol. 20)* (pp. 231-250). Emerald Publishing Limited.
- Carter, D.R., Asencio, R., \*Trainer, H., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (2019). State-of-the-science: Best practices for working in multiteam systems. In K. Hall, A. Vogel, & R. Croyle (Eds.). *Strategies for team science success* (pp. 391-400). Springer.
- DeChurch, L.A., Carter, D.R., Asencio, R., Wax, A. Seely, P.W., Dalrymple, K. Vaughn, S., Jones, B., & Plummer, G., Mesmer Magnus, J.R., (2018). From teams in organizations to organizing in teams. In N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.), *The SAGE handbook of industrial, work, & organizational psychology* (pp. 307-332.). London, UK: Sage.
- Fiore, S.M., Carter, D.R., & Asencio, R. (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In E. Salas, W.B. Vessey, and A.X. Estrada (Eds.), *Team cohesion: Advances in theory, methods, and practice* (pp. 271-301). Bingley, UK: Emerald Group.
- \*Montoya, A., Carter, D.R., DeChurch, L.A., & Martin, J. (2015). The five perils of team planning: Regularities and remedies. In M. Frese & M. Mumford (Eds.), *Organization planning: The psychology of performance* (pp. 182-201). Organization & Mgt. series: Taylor & Francis.

- 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.
- 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.

## CONFERENCE PROCEEDINGS

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- 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)*.
- McDonald, J.D., DeChurch, L.A., Asencio, R., Carter, D.R., Mesmer-Magnus, J.R., & Contractor, N. (2015). Team task switching: A conceptual framework for understanding functional work shifts. *Paper Proceedings of the Human Factors & Ergonomics Society (HFES) Conference*.
- 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)*.
- 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)*.
- 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

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\*Denotes graduate student at time of collaboration

- Carter, D.R., & Carter, N.T. (January 2020). The 'academic's forum' column: An interview with Dr. Lillian T. Eby: The first female editor of the Journal of Applied Psychology. *The Industrial-Organizational Psychologist*. <https://bit.ly/38fESgc>
- Carter, D.R., & \*Trainer, H.M. (April 2019). The 'academic's forum' column: The pros and cons of interdisciplinarity as a junior academic: How to decide when it's worth it. *The Industrial-Organizational Psychologist*. <https://bit.ly/2MeGjo0>
- Carter, D.R., & \*Maupin, C.K. (Dec. 2018). The 'academic's forum' column: On exciting 'firsts' in academia. *The Industrial-Organizational Psychologist*, <https://bit.ly/2YgouqL>
- 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*.
- Carter, D.R., & Cullen, K. (February 2014). Preparing for Atlanta's next BIG snow and other wicked challenges: Three insights for multiteam leadership. Invited blog post: *Center for Creative Leadership (CCL) Blog*.

## MEDIA RECOGNITION FOR RESEARCH PROGRAM

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- Mann, A. (2019). "Traveling to Mars requires complicated teamwork." *UGA Today*; Article also appeared in: *The Daily Herald, Athens Banner Herald, and Department 12* (<https://tinyurl.com/3uwan6wr>).
- Hewer, M., & Sleek, S. (2018). "Teams in space: It isn't just Rocket Science." Featured cover story in the *Association for Psychological Science (APS) 2018 Observer* (<https://tinyurl.com/mrys4y89>).

Frame, S. (2017). "Dorothy Carter explores a mission to Mars." Feature profile article in the *American Psychological Association (APA) Member Center* (<https://tinyurl.com/2xdzynea>) and the *APA Monitor on Psychology Magazine* (<https://tinyurl.com/yv9dad55>).

## INVITED PRESENTATIONS

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- Carter, D.R. (April 2024). *The impact of Mars mission communication delays on multiteam system problem-solving*. George Mason University, Department of Industrial/Organizational Psychology, Fairfax, Virginia.
- Carter, D.R. (April 2023). *Leadership network emergence and effectiveness: Implications for interdependent organizational systems*. Wayne State University, Department of Management and Information Systems, Detroit, MI.
- Carter, D.R. (March 2022). *Leadership network emergence, effectiveness, and development*. Hofstra University, Industrial/Organizational Psychology Program, Long Island NY
- Carter, D.R. (January 2022). *Team and leadership network emergence, effectiveness, and development*. Rice University, Industrial/Organizational Psychology Program, Houston, TX
- Carter, D.R., Guevar, N., & Hiller, N. (May 2020). *Leading well: Lessons, insights, and practices*. Webinar hosted by the Center for Leadership at Florida International University, Miami, FL
- Carter, D.R. (February 2020). *Women in Science Award Keynote Address*. The 10<sup>th</sup> Anniversary of the Women in Science Giving Circle Award Program, Wright State University, Dayton, OH.
- Carter, D.R. (February 2020). *Leadership networks in interdependent organizational systems*. Brownbag presentation at the Wright State University Psychology Department, Dayton, OH.
- Carter, D.R. (February 2019). *Leadership in and as networks: The implications of gender for leadership networks in modern organizations*. Invited presentation at the Female Leadership in Human and Mammalian Societies Small Group Workshop, Wissenschaftskolleg zu Berlin (Institute for Advanced Study), Berlin, Germany.
- Carter, D.R. (February 2019). *Harness the potential of your strategic leaders*. Invited webinar presentation for the Center for Creative Leadership, Greensboro, NC.
- Carter, D.R. (May 2018). Project FUSION: Facilitating unified systems of interdependent organizational networks. In D.R. Carter (Chair). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium and presentation at the *Association for Psychological Science (APS) Conference*, San Francisco, CA
- Carter, D.R. (April 2018). *Interteam leadership networks in cross-functional multiteam systems*. Invited presentation at Kogod School of Business, American University, Washington, D.C.
- Carter, D.R. (April 2018). *Team priorities that lead and follow: Facilitating interteam leadership networks in cross-functional multiteam systems*. Invited presentation at the Florida International University Business School's Center for Leadership, Miami, FL.
- Carter, D.R. (December 2017). *Informatics as a general education and professional competency*. Invited presentation at the Georgia Informatics Institute (GII) Annual Conference, Athens, GA
- Carter, D.R. (February 2018). *Leveraging the psychology of teamwork to help solve grand challenges*. Invited presentation at the University of Georgia Chapter of the Society for Human Resource Management (SHRM), Athens, GA.

## SYMPOSIA DISCUSSANT

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

## SYMPOSIA CHAIRED

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\* Denotes graduate student at time of collaboration

- \*Pendergraft, J.G., \* Mohan, G., Carter, D.R. (Co-Chairs) (July 2019). *Facilitating multiteam systems in high-stakes practical contexts*. The Interdisciplinary Network for Group Research (INGroup), Annual Conference, Lisbon, Portugal.
- Carter, D.R. (Chair) (May 2019). *Facilitating multiteam system collaboration in high-stakes environments*. The European Association for Work and Organizational Psychology (EAWOP) Annual Congress. Turin, Italy,
- Carter, D.R. (Chair) (May 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited chaired symposium at the Annual Convention of the Association for Psychological Science (APS). San Francisco, CA.
- \*Kim, Y.J. & Carter, D.R. (Co-Chairs) (August 2018). *Exploring team leadership effects via a motivational perspective*. The Academy of Management (AoM) Annual Meeting, Chicago, IL.
- Carter, D.R. & Luciano, M. (Co-Chairs) (July 2016). *The paradox of multiteam work: Factors that pull systems apart and push teams together*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Helsinki, Finland.
- \*Maupin, C.K. Carter, D.R., & Zhou, L. (Co-Chairs) (April 2016). *The intersection of leadership development and social contexts*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Anaheim, CA.
- Carter, D.R. and \*Plummer, G (Co-Chairs) (July 2015). *Grand groups: Multiteam systems solving 'grand challenges.'* The Interdisciplinary Network for Group Research (INGRoup), Annual Conference, Pittsburgh, PA
- Carter, D.R. (Chair) (July 2013). *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. The Interdisciplinary Network of Groups Research (INGRoup) Annual Conference, Atlanta, GA.
- Carter, D.R., & DeChurch, L.A. (Co-Chairs) (April 2013). *Leading the way: Incorporating network analysis into leadership research*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Houston, TX.
- Carter, D.R., & Carter, N.T. (Co-Chairs) (August 2012). *Aligning team measurement practice with theory through novel analytic applications*. The Academy of Management (AoM), Annual Meeting, Boston, MA.
- Carter, D.R., & DeChurch, L.A. (Co-Chairs) (April 2012). *The power of collaboration: Investigations of multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.



## PRESENTATIONS AT NATIONAL AND INTERNATIONAL CONFERENCES

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\* Denotes graduate student at time of collaboration

- \*Blocker, V., Roberson, Q., Carter, D.R., Jones, J., Cullen-Lester, K., (August 2024). *Novel perspectives on inclusion across levels of analysis: Work groups, organizations, and industries*. Paper presentation at the Academy of Management Annual Meeting, Chicago, IL.
- \*Trainer, H., Mohan, G., & Carter, D.R. (August 2024). *Gender differences in leadership structure schema and leader emergence: A socialization perspective*. Paper presentation at the Academy of Management Annual Meeting, Chicago, IL.
- Carter, D., \*Pearman, J., Lungeanu, A., Carter, N., Shuffler, M., DeChurch, L., Contractor, N., \*Pendergraft, J., & Landon, L. (April 2024). The impact of communication delay on cognitive coordination and problem-solving performance in spaceflight multiteam systems. In A. Javalagi and L.A. DeChurch (Co-Chairs). *Psychosocial dynamics in extreme teams: Insights from NASA Space Analog Crews*. Symposium at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
- \*Pearman, J., Carter, D.R., \*Gerkin, E., Miller, J.D., Carter, N.T. (April 2024). Uncovering the structure of openness to experience: Implications for team effectiveness. In E. Gerkin & A. Thayer (Co-Chairs) *Configuring tomorrow's teams: New directions in team composition research*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. United States.
- Harris-Watson, A., Carter, D., \*Trainer, H., & Carter, N. (April 2024) Preferences for different leadership styles: The impact of follower personality. In A. Traylor, K. Christenson, M. & Johnson, M. (Co-Chairs). *Exploring the murky intersection of leadership and followership*. Symposium at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
- Bessey, A, McCormack R., Shuffler, M., Carter, D., Thayer, A., Salas., E. (April 2024). Measure development and the RADSM Process: Examining team coordination and performance. In K. Orvis, K. (Chair). (2024). *Research incubator: Unobtrusive Measure Development*. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
- Carter, D.R., \*Pearman, J., A., Lungeanu, Shuffler, M., DeChurch, L.A., Contractor, N., Schechter, A., Landon, L., \*Gerkin, E., Bauer, L., & Weinberger, C. (February 2024). *Project FUSION: The impact of communication delay on problem-solving connectivity in spaceflight multiteam systems*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- Carter, D.R., Schechter, A., \*Pendergraft, J.G., & \*Pearman, J. (August 2022). The impact of communication delay on team network connectivity. Paper presentation in S. Liu (Chair) *Time for change: A dynamic perspective of employee social networks*. Symposium at the Academy of Management Annual Meeting, Seattle, WA.
- \*Pendergraft, J.G., Carter, D.R., \*Pearman, J. & Shuffler, M.L. (July 2022). Project FUSION: NASA critical incidents reveal the nature of multiteam system adaptation. Paper presentation at the Interdisciplinary Network for Groups Research (INGRoup) Annual Conference, Hamburg, Germany.
- Cullen-Lester, K., Carter, D.R., \*Solanelles, P., \*Jones, J. & Wormington, S. (April 2022) *Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges*. Paper presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
- \*Gerkin, E., Carter, D.R., DeChurch, L.A., & \*Pearman, J. (April 2022). *Project RED: Learning to lead multiteam systems*. Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
- \*Pendergraft, J.G., Carter, D.R., \*Pearman, J. & Shuffler, M.L., (April 2022). *NASA critical incidents reveal the nature of spaceflight multiteam system adaptation* Poster presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.

- Thayer, A., Carter, D.R., Shuffler, M., Luciano, M., Brown, T., Tannenbaum, S., Salas, E., & Ruark, G. (April 2021). *Toward an innovative experimental paradigm for studying team staffing and composition*. In Alternative Session Research Incubator: Methodological challenges in team composition research. The Society for Industrial/Organizational Psychology (SIOP) Annual Conference.
- \*Pendergraft, J., Carter, D.R., \*Pearman, J., \*Gerkin, E., Shuffler, M., DeChurch, L.A., Contractor, N., Schechter, A., Lungeneau, A., Landon, L., Burke, S., & Zaccaro, S. (February 2022). *Project FUSION: NASA Critical Incidents Reveal the Nature of Multiteam System Adaptation*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- Carter, D.R., Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., Lungeneau, A., Landon, L., Burke, S., Zaccaro, S., \*Pendergraft, J., \*Trainer, H., \*Jones, J., \*Gerkin, E., \*Pearman, J., \*Alvarado, L., \*Wolf, A., \*Nelson, A., \*Bergerowski, S., & \*Hedrick, K. (January 2021). *Project FUSION: Supporting spaceflight multiteam system coordination and performance*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- \*Pendergraft, J., Carter, D.R., Shuffler, M., \*Gerkin, E., \*Trainer, H., \*Jones, J., \*Pearman, J., \*Alvarado, L., \*Wolf, A., \*Nelson, A., \*Bergerowski, S., & \*Hedrick, K. (January 2021). *Project FUSION: Historiometric study investigating adaptation in spaceflight multiteam systems*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- \*Wolf, A., Shuffler, M., Carter, D.R., \*Nelson, A., \*Gerkin, E., \*Melson-Silmon, A., \*Bergerowski, S., \*Hedrick, K., \*Bryant, K., \*Xoxakos, P., & Wiper, D. (January 2021). *Project FUSION: Field studies advancing debriefing recommendations for spaceflight multiteam systems*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- Carter, D.R. (January 2021). Supporting the multiteam systems taking us to the moon and beyond. American Association for the Advancement of Science (AAAS) Annual Meeting.
- \*Jones, J., Lester, H., Cullen-Lester, K., & Carter, D.R. (2020). *Do our multilevel models match our theories? Advanced multilevel models to represent heterogenous within-group dependencies*. Poster presentation at the Interdisciplinary Network for Group Research (INGRoup) Conference, Virtual.
- \*Alvarado, L., \*Smith, J.G., Shuffler, M.L., Carter, D.R., \*Pendergraft, J., \*Wolf, A.V., \*DeMass, R., \*Bryant, K., \*Nelson, A., & \*Pederson, T. (April 2020). *Blast from the past? Historiometry for understanding spaceflight multiteam systems*. Paper in M. Marcinkowski & S. Bell (Co-Chairs), Moon 2024: Translating research to practice for upcoming Artemis lunar exploration. The Society for Industrial/Organizational Psychology (SIOP) Annual Conference, Austin, TX.
- Carter, D.R., \*Pendergraft, J.G., Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., \*Trainer, H.M., \*Jones, J.M., \*Alvarado, L., \*Smith, J., \*Plummer, G., \*Larson, L., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Development of a four-phase countermeasure toolkit to support spaceflight multiteam system performance*. Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.
- \*Pendergraft, J.G., \*Alvarado, L., \*Smith, J., Carter, D.R., Shuffler, M., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Field studies providing a foundation of understanding about spaceflight multiteam system coordination and performance*. Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.
- \*Mohan, G., & Carter, D.R. (August 2019). *The longitudinal effects of motivation to lead*. Paper presentation at the Academy of Management (AoM) Annual Meeting, Boston, MA.
- \*Trainer, H.M., Carter, D.R., Cullen-Lester, K., Frear, K., & \*Jones, J.M. (August 2019). The followership gender gap. Paper presentation in Farro, A. (Chair). *Gender as a substantive variable in leadership studies: Individual and team level perspectives*. The Academy of Management (AoM) Annual Meeting, Boston, MA.

- \*Pendergraft, J.G., Carter, D.R., \*Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (July 2019). The adaptation & resilience of NASA's mission control center multiteam system across four eras of spaceflight. Paper presentation in \*J. Pendergraft, \*G. Mohan, & D.R. Carter (Co-Chairs). *Facilitating multiteam systems in high-stakes practical contexts*. The Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal.
- \*Maupin, C.K., Fitzhugh, S., & Carter, D.R. (July 2019) *Disruptive events and multiteam systems: Dynamic leadership and communication patterns*. Presentation at the Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal.
- \*Trainer, H. M., Liu, Y., Carter, D.R., Zhou, L. & Che, X. (July 2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective*. Paper presentation at the Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal
- \*Jones, J.M., \*Mohan, G., Carter, D.R., Cullen-Lester, K.L., & Frear, K. (July 2019). The drivers of strategic conversations in upper-echelon teams. Paper presentation in J. Grand (Chair), *Organizational Relational Networks*. The Interdisciplinary Network for Group Research (INGroup) Annual Conference, Lisbon, Portugal
- Carter, D.R., \*Pendergraft, J.G., \*Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (May 2019). Learning from the past to advance the future: The evolution of NASA's mission control center multiteam system. Paper presentation in Carter, D.R. (Chair), *Facilitating multiteam system collaboration in high-stakes environments*. The European Association for Work and Organizational Psychology (EAWOP) Annual Congress. Turin, Italy.
- \*Mohan, G. & Carter, D.R. (April 2019). *Informational diversity, team identity, and leadership decentralization*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
- \*Trainer, H.M., Carter, D.R. (April 2019). *Leveraging longitudinal network analysis to evaluate interdisciplinary collaboration*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
- \*Jones, J.M., Carter, D.R., Espinosa, J.A., & Clark, M.A. (April 2019). The impact of knowledge overlap networks on team coordination and performance. Paper presentation in Outland, N., Gupta, P. (Co-Chairs), *Frontiers of team cognition research: Empirical and computational approaches*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Washington, D.C.
- Cullen-Lester, K., Carter, D.R., Frear, K., Busenbark, J., \*Jones, J., \*Mohan, G., \*Tawse, A., & \*Listyg, B. (March 2019). *Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations*. Paper presentation at the Strategic Management Society Special Conference, Las Vegas, NV.
- \*Pendergraft, J.G., Carter, D.R., \*Tseng, S., Landon, L.B., Slack, K.J., & Shuffler, M. (January 2019). *Adaptation and resilience of a spaceflight multiteam system: Evolution of NASA's Mission Control Center*. Poster at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.
- Carter, D.R., Shuffler, M., DeChurch, L., Contractor, N.S., Schechter, A., Zaccaro, S.J., Burke, S., Landon, L., Lungeanu, A., \*Pendergraft, J., \*Trainer, H., \*Jones, J., \*Larson, L., & \*Niler, A. (January 2019). *Developing a toolkit for facilitating spaceflight multiteam system coordination*. Poster at the NASA Human Research Program Investigator's Workshop (IWS), Houston, TX.
- Carter, N.P., Carter, D.R., Carter, N.T., Opitz, R., & Barnes, A. (December 2018). *Cash crops and snake kings: Integrating archeology, epigraphy, and network analysis in the Southern May Mountains*. Paper presentation at the "Connected Past" Multi-Disciplinary Conference on Network Analysis and History, Oxford University, United Kingdom.

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

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

- Carter, D.R., McDonald, J., Asencio, R., Plummer, G., Mesmer-Magnus, J., & DeChurch, L. A. (July 2015). *New frontiers for teams research: Space exploration reveals seven inconvenient truths about teams*. Paper presentation at the Interdisciplinary Network for Group Research (INGRoup), Annual Conference, Pittsburgh, PA.
- \*Gibson, Z., Carter, D.R., Jones, B.R., & DeChurch, L.A. (July 2015). Big motives and little words predict leader emergence in multiteam systems. Paper presentation in A. Schechter and B. Jones (Co-Chairs) *Teams and text*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Pittsburgh, PA.
- Carter, D.R. (July 2015). A grand multiteam challenge: Data sharing in the geosciences. Paper presentation in D.R. Carter and G. Plummer, (Co-Chairs) *Grand groups: Multiteam systems solving grand challenges*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Pittsburgh, PA.
- Carter, N.T., \*Guan, L., & Carter, D.R. (April 2015). Using multilevel IRT to understand team construct emergence. Paper presentation in A.D. Mead (Chair) *Innovative IRT models for organizational research and practice*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Philadelphia, PA.
- Carter, D.R., DeChurch, L.A., & Zaccaro, S.J. (August 2014). *Impact of leadership network structure on the creative output of multiteam systems*. Paper presentation at the Academy of Management (AoM) Annual Meeting, Philadelphia, PA.
- ❖ *Selected for Best Paper Proceedings of the 2014 AoM Annual Meeting*
- Shum, C., Zhou, L. Carter, D.R., (August 2014). *Influence of subordinates' and supervisors' network positions on the effect of abusive supervision*. Paper presentation at the Academy of Management (AoM) Annual Meeting, Philadelphia, PA.
- ❖ *Selected for Best Paper Proceedings of the 2014 AoM Annual Meeting*
- Carter, D.R., Asencio, R. \*Gibson, Z., DeChurch, L.A., & Zaccaro, S.J. (May 2014). Science teams in context: Countervailing forces in translational multiteam systems. Paper presentation in J. Mathieu & M. Luciano (Co-chairs). *Ordering the complexity: Establishing key differences in multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
- Medvin, E.S., Pacic, E., Zaccaro, S.J., DeChurch, L.A., Carter, D.R., & Chen, T.R. (May 2014). An integrated approach to the leadership and innovation relationship. Paper presentation in E.S. Medvin, E. Pacic, & S.J. Zaccaro (Co-Chairs). *Leading for Creativity and Innovation*. The Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.
- Braun, M., DeChurch, L.A., & Carter, D.R. (May 2014). Measuring shared leadership: A computational modeling study. Paper presentation in J.A. Grand & G.T. Chao (Co-Chairs). *Computational modeling: Advancing research on team dynamics*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
- Contractor, N., DeChurch, L.A., Asencio, R., & Carter, D.R. (May 2014). Big data: Motivating theories and methods to understand teams. Paper presentation in L.A. DeChurch & R. Asencio (Co-Chairs). *Little teams, big data: Understanding teams using digital traces*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu, HI.
- \*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.
- Lungeanu, A., Contractor, N., Carter, D.R., & DeChurch, L.A. (July 2013). A hypergraph approach to understanding the assembly of scientific research teams. Paper presentation in D.R. Carter (Chair) *Teams on the hyperedge: Using hypergraph network methodology to understand teams*. The Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Atlanta, GA.

- Braun, M.T., DeChurch, L.A., Carter, D.R. (2013, May). *The ties that lead teams: Social network metrics of collective leadership*. Paper presentation at the International Network for Social Network Analysis (SUNBELT) Annual Meeting, Hamburg, Germany
- Carter, D.R., DeChurch, L.A., Contractor, N., & Carson, J. (April 2013). A framework for understanding collective leadership through network analysis. Paper presentation in L.A. DeChurch & D.R. Carter (Co-Chairs). *Leading the way: Incorporating network analysis into leadership research*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Houston, TX.
- Carter, D.R., DeChurch, L.A., & Zaccaro, S. (October 2012). *Leading innovation in multiteam systems*. Paper presentation at the European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting on Multiteam Systems, Varenna, Italy.
- Carter, N.T., Carter, D.R., & DeChurch, L. (August 2012). IRT-based evidence of team construct measurement quality and emergence. Paper presentation in N.T. Carter & D.R. Carter (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications*. The Academy of Management (AoM) Annual Meeting, Boston, MA.
- Carter, D.R., DeChurch, L.A., & Zaccaro, S.J. (August 2012). Emergent leadership network structures in global virtual teams: Impact on innovation. Paper presentation in E. Campbell-Bush & K. Bartol (Co-Chairs), *Advances in highly virtual teams: Key composition, leadership, and shared process components*. The Academy of Management (AoM) Annual Meeting, Boston, MA.
- ❖ *Accepted by 3 divisions of AoM and featured as a "Showcase Symposium."*
- DeChurch, L.A., Zaccaro, S.J., Carter, D.R., Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (August 2012). *Innovating within and across teams, through time and space: A multiteam-network perspective*. Paper presentation at the American Psychological Science (APS) Annual Meeting, Chicago, IL.
- Kalinoski, Z., Steele-Johnson, D., Clark, P., & Carter, D.R. (August 2012). *Proactive personality scale: Assessing factor structure and equivalence across groups*. Poster at the American Psychological Association (APA) Annual Conference, Orlando, FL.
- Carter, D.R., & DeChurch, L.A. (April 2012) *MTS leadership from a network perspective*. Paper presentation in D.R. Carter, & L.A. DeChurch (Co-Chairs), *The power of collaboration: Investigations of multiteam systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.
- DeChurch, L.A., Zaccaro, S.J., Carter, D.R., Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (April 2012). Development of coordination norms in globally distributed multiteam systems. Paper presentation in D.R. Carter, & L.A. DeChurch (Co-Chairs), *The Power of Collaboration: Investigations of Multiteam Systems*. The Society for Industrial and Organizational Psychology (SIOP) Annual Conference, San Diego, CA.
- DeChurch, L.A., Carter, D.R., Zaccaro, S.J., Chollet, B., McCausland, T., & Holland, S. (March 2012). *Innovate against time: Leadership structures in multiteam systems*. Presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach, CA.
- Lungeanu, A., Murase, T., Carter, D.R., & Contractor, N. (March 2012). *A hypergraph approach to understanding the assembly of scientific research teams*. Presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach, CA.
- Chollet, B., DeChurch, L., Carter, D.R., Asencio, R., & Zaccaro, S. (March 2012). *Networking the competition: How inter-project networks improve innovation*. Paper presentation at the International Sunbelt Social Network (SUNBELT) Annual Conference, Redondo Beach.

- DeChurch, L.A., McCausland, T., Wax, A., Carter, D.R., Holland, S., Chollet, B., & Zaccaro, S.J., (Feb 2012). *Network formation and change in global multiteam systems*. Poster at the Organizational Science Winter Conference (OSWC), Colorado Springs, CO.
- Carter, D.R., Bedwell, W., Sierra, M.J., & Smith-Jentsch, K.A. (July 2011). *Organizational analysis for long-duration spaceflight teams: An MTS perspective*. Poster at the Interdisciplinary Network for Group Research (INGroup) Conference, Minneapolis, MN.
- Carter, D.R., Smith-Jentsch, K.A., Sierra, M.J., Bedwell, W.L., Weaver, S.J., Dietz, A. S., Oglesby, J., Fiore, S., & Salas, E. (2011, May). *Long duration space flight work characteristics: A team task analysis*. Poster at the International Symposium on Aviation Psychology, Dayton, OH.
- Sierra, M.J., Carter, D.R., & Smith-Jentsch, K.A. (May 2011). *Meeting the needs of long-duration spaceflight crews through guided team self-correction*. Poster at the International Symposium on Aviation Psychology, Dayton, OH.
- Sierra, M.J., Carter, D.R., Smith-Jentsch, K.A., & Salas, E. (April 2011). *The Application of guided team self-correction in long-duration spaceflight*. Poster at the Humans in Spaceflight Annual Symposium, Houston, TX.
- Sierra, M.J., Smith-Jentsch, K.A., Carter, D.R., Weaver, S.J., & Bedwell, W.L. (April 2011). *Disentangling the unique effects of Team Dimensional Training's design elements*. Poster at the Society for Industrial-Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
- Kalinoski, Z., Steele-Johnson, D., Claflin, D., & Carter, D.R. (May 2010) *Are all errors created equal? Effects of errors on performance*. Poster Association for Psychological Science (APS) Annual Convention, Boston, MA.
- Kalinoski, Z., Steele-Johnson, D., Carter, D.R., & Leas, K. (April 2010) *Personality, self-efficacy, and planning effects on performance: A process model*. Poster at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Atlanta, GA.
- Carter, D.R., & Steele-Johnson, D. (May 2009). *Effects of systematic exploration and proactive personality on performance*. Poster at the Midwestern Psychological Association (MPA) Annual Conference, Chicago, IL.
- Carter, D.R., Steele-Johnson, D. & Claflin, D. (May 2008). *Exploring learning strategies during training on a truck-dispatcher task*. Poster at the Midwestern Psychological Association (MPA) Annual Conference, Chicago, IL.
- ❖ *Winner of the Best Undergraduate Paper Award at the MPA Annual Conference*

## **WORKSHOPS AT NATIONAL AND INTERNATIONAL CONFERENCES**

- Contributor/mentor role: *For the love of leadership: Leadership doctoral student consortium* (August 2024). Organizers: A. Bartels, N. Hiller, P. Solanelles, and C. Reina. Professional Development Workshop at the Academy of Management (AoM) Annual Meeting, Chicago, IL.
- Contributor/mentor role: *Finding and securing external funding: A grant proposal writing workshop*. (April 2024). Professional Development Workshop at the Society for Industrial/Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
- Organizer role: Carter, D.R., Shuffler, M. & Begerowski, S. (August 2022) *Facilitating effective interdisciplinary research: A multiteam systems approach*. Professional Development Workshop at the Science of Team Science annual conference. Virtual, August 2022.
- Organizer role: Carter, D.R., Shuffler, M., Begerowski, S., & Trainer, H. (June 2021) *Facilitating effective interdisciplinary research: A multiteam systems approach*. Professional Development Workshop at the Science of Team Science annual conference. Virtual, June 2021.



Organizer role: Carter, D.R., Mesmer-Magnus, J., Asencio, R., & Wax, A. (August 2018) and I. Gokhman, & L.A. DeChurch (Co-Chairs). *Innovations in teaching teamwork*. Professional Development Workshop at the Academy of Management (AoM) Annual Meeting, Chicago, IL.

## **PANEL DISCUSSIONS AT NATIONAL AND INTERNATIONAL CONFERENCES**

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(Panelists listed alphabetically)

Duong, L., & Burns, G. (Co-Chairs). Carter, D.R., Shah, P., & Wildman, J. (April 2023). *Network methods in organizations*. Research incubator at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Boston, MA.

Rodriguez, W. A., Weglarz, E., Cao, T., & Dinh, J.V. (Co-Chairs), Bandelli, A. C., Carter, D.R., Garcia, S., O'Leary, A., Vazquez, M. (April 2023). *Leading connection at work: Using relational skills to strengthen organizations*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Boston, MA.

Solanelles, P. & Cullen-Lester, K. (Co-Chairs). Carter, D.R., Contractor, N., Lazar, M., Lungeanu, A., Maupin, C.K., Zaccaro, S.J., Zara, D. (August 2022). *Team assembly*. Caucus assembly at the Academy of Management Annual Meeting, Seattle, WA.

Davis, T., & Burns, G. (Co-Chairs). Arena, M., Carter, D.R., Johnson, G., McDowell, T., Padalia, C., & Young, S. (April 2020) *The networked paradigm in organizations*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Austin, TX.

Maynard, T. (Chair), Burke, S., Carter, D.R., Contractor, N., Kennedy, D., (July 2019) *Teamwork research in space*. Panel at the Interdisciplinary Network of Group Research (INGRoup) Annual Conference, Lisbon, Portugal.

Duong, N.S. & Wildman, J. (Chair), Caylor, J., Carter, D.R., England, K., Sabat, I.E., Wax, A., & Wildman, J.L. (April 2019), *We're here, we're queer, and we're on your team: Studying LGBT issues in teams*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Conference, Washington, DC.

McCusker, M. (Chair), Carter, D.R., Goodwin, G.F., Perry, S., Ruark, G., Watson, D., & Zaccaro, S.J., (July 2018), and *Teams research needs for military contexts*. Panel at the Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Washington, D.C.

Sodhi, K., Petruzzelli, A., & Thayer, A.L. (Co-Chairs). Balkundi, P., Carter, D.R., Contractor, N., DeChurch, L.A., & Slaughter, A. (April 2018). *Using social network analysis to understand complex teams*. Panel at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.

Carter, D.R., Krauss, A., & Dalal, D. (Co-Chairs) (April 2018) *Collaborating across scientific disciplines: Making I/O more cross-disciplinary*. Panel at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Carter, D.R., & Cullen, K. (Co-Chairs) (August 2016). *Network approaches to governance and leadership*. Caucus assembly at the 75<sup>th</sup> Annual Meeting of the Academy of Management: Vancouver, CA.

Wildman, J. (Chair), Caligiuri, P., Carter, D.R., Dickson, M.W., Griffith, R.L., & Steelman, L.A. (May 2014). In *Leading global teams: Translating science into practice*. Panel discussion at the Society for Industrial and Organizational Psychology Conference: Honolulu, HI.

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

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2023 *Academic Job Placement* – Justin Jones (former Ph.D. student mentee): Post-Doctoral Fellow, University of Florida, Warrington College of Business, Gainesville, FL

2022 *Academic Job Placement* – Cynthia Maupin (former Ph.D. student mentee): Assistant Professor of Management, University of Mississippi, Oxford, MI; Previous Placement: Assistant Professor of Organizational Behavior, Binghamton University (SUNY), Binghamton, NY

- 2022 *Academic Job Placement* – Alexandra Harris-Watson (former Ph.D. student co-mentee): Assistant Professor of Psychology, University of Oklahoma, Norman, OK
- 2021 *Academic Job Placement* - Gouri Mohan (former visiting scholar PhD mentee): Assistant Professor of Management, IÉSEG - Ecole de Commerce à Paris et Lille, Paris, France
- 2021 *Chair of Award-Winning Dissertation* – Cynthia Maupin (former Ph.D. student mentee) – winner of the Alvah H. Chapman Jr. Outstanding Leadership Dissertation Award from the Academy of Management’s Network of Leadership Scholars, sponsored by the Florida International University Center for Leadership.
- 2020 *Outstanding Teaching Award*, UGA I/O Psychology Ph.D. Program
- 2020 *Positive Organizational Citizenship Award*, UGA I/O Psychology Ph.D. Program
- 2020 *Finalist, UGA Graduate School Outstanding Graduate Student Mentoring Award*
- 2020 *UGA Career Center Acknowledgement – Making a Positive Impact on a Student’s Career*
- 2019 *Outstanding Teaching Award*, UGA I/O Psychology Ph.D. Program
- 2019 *UGA Career Center Acknowledgement – Making a Positive Impact on a Student’s Career*
- 2017 *UGA Career Center Acknowledgement – Making a Positive Impact on a Student’s Career*

## **COURSES TAUGHT/EXECUTIVE EDUCATION WORKSHOPS DEVELOPED**

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### ***MSU MANAGEMENT DEPARTMENT UNDERGRADUATE PROGRAM***

PSY 460: Capstone for Management Majors (First offered at MSU Fall 2024)

### ***MSU PSYCHOLOGY DEPARTMENT UNDERGRADUATE PROGRAM***

PSY 493: Leading Organizational Teams Seminar (First offered at MSU Fall 2023)

### ***MSU ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM:***

PSY 992-603: Team Effectiveness PhD Seminar (First offered at MSU Fall 2023)

### ***UGA PSYCHOLOGY DEPARTMENT UNDERGRADUATE PROGRAM:***

PSYC 5100: Leading Organizational Teams Senior Seminar (New course, first offered Fall 2017)

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

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

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

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

PSYC 8990: Team Effectiveness PhD Seminar (New course, first offered Fall 2016)

### ***UGA PROFESSIONAL MASTER’S IN I/O PSYCHOLOGY PROGRAM:***

PSYC 6813: Teams and Diversity (New course, first offered Summer 2017)

### ***UGA TERRY COLLEGE OF BUSINESS MASTER’S IN BUSINESS ADMINISTRATION:***

PMBA 7410: Organizational Behavior & Leadership (Existing course, redesigned & offered Fall 2021)

### ***UGA TERRY COLLEGE OF BUSINESS EXECUTIVE EDUCATION CLIENT WORKSHOPS:***

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

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

## **MENTORSHIP OF INDIVIDUAL GRADUATE STUDENTS**

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### ***MENTORSHIP OF MSU ORGANIZATIONAL PSYCHOLOGY PHD STUDENTS***

Emily Gerkin, M.S. Began UGA PhD program Fall 2019; Began MSU PhD program Fall 2022. Master’s Thesis: *Project RED: Learning to lead multiteam systems* (Defended: May 2022). Grant-Funded Research Experience: Lead graduate student researcher on ARI cooperative agreement #W911NF-19-2-0173; Lead graduate student researcher on NSF award #1853470.

Joshua Pearman, M.S. Began UGA PhD program Fall 2020; Began MSU PhD program Fall 2022. Master's Thesis *Examining the structure of openness to experience* (Defended: July 2022). Grant-Funded Research Experience: Lead graduate student researcher on ARI cooperative agreement #W911NF-19-2-0173; Lead graduate student researcher on NASA award #80NSSC23K1124.

Laura Bauer, Began MSU PhD program Fall 2023. Grant-Funded Research Experience: Graduate student researcher on ARI award #W911NF-19-2-0173 and NASA award #80NSSC23K1124.

Caton Weinberger, Began MSU PhD program Fall 2023. Grant-Funded Research Experience: Graduate student researcher on ARI award #W911NF-19-2-0173 and NASA award #80NSSC23K1124.

### **MENTORSHIP OF UGA I/O PSYCHOLOGY PHD STUDENTS**

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

Justin Jones, Ph.D., Began UGA PhD program August 2018. Dissertation: *A processual model of strategic consensus* (Defended: January 2023). Grant-Funded Research Experience: Lead graduate student researcher on NSF award #1853470 (PI: Carter). Academic Internship Placement: The University of Florida Warrington College of Business (Mentors: Drs. Mo Wang and Gwen Lee). Current Placement: Adjunct Teaching Fellow, The University of Florida Warrington College of Business.

Hayley Trainer, M.S., Began UGA PhD program August 2016. Dissertation: *Men and women perceive leadership structures differently in groups: Implications for women in leadership* (Defense expected: May 2024). Grant-Funded Research Experience: Graduate student researcher on ARI project #W911NF-19-2-0173 (PI: Salas), lead graduate student researcher on NIH award #UL1TR002378 (PI: Taylor). Internship Placement: Research Fellow at the Wright Patterson Air Force Base Research Center (June 2018-August 2018). Current Placement: Senior Organizational Scientist, Boeing (January 2022-Present).

Jacob Pendergraft, M.S., Began UGA PhD program August 2017. Master's Thesis: *Adaptation in spaceflight multiteam systems* (Defended: November 2021). Grant-Funded Research Experience: Lead graduate student researcher on NASA award #80NSSC18K0511.

### **MENTORSHIP OF INTERNATIONAL VISITING SCHOLAR PHD STUDENTS**

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

## **SERVICE ON DISSERTATION AND THESIS COMMITTEES**

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### ***DISSERTATIONS CHAIRED***

Cynthia Maupin, University of Georgia, Defended: July 2019  
 Justin Jones, University of Georgia, Defended: January 2023  
 Ajay Somaraju, Michigan State University, Defended: March 2024  
 Hayley Trainer, University of Georgia, *in progress*  
 Jacob Pendergraft, University of Georgia, *in progress*  
 Emily Gerkin, Michigan State University, *in progress*

### ***DISSERTATION COMMITTEES***

Ada Guan, University of Georgia, Chair: Nathan Carter, Defended: August 2018  
 Megan Lowery, University of Georgia, Chair: Nathan Carter, Defended: November 2019  
 Jeremiah McMillan, University of Georgia, Chair: Nathan Carter, Defended: December 2019  
 Ashley Niler, Northwestern University, Chair: Leslie DeChurch, Defended: June 2020  
 Alexandra Harris-Watson, University of Georgia, Chair: Nathan Carter, Defended: July 2020  
 Yi Fan, University of Georgia, Chair: Nathan Carter, Defended: September 2020  
 Young Jae Kim, University of Georgia, Chair: Brian Hoffman, Defended: November 2021  
 Kate Conley, University of Georgia, Chair: Nathan Carter, Defended: June 2022  
 Pol Solanelles, University of Mississippi, Chair: Kristin Cullen-Lester, Defended: April 2024  
 Joshua Pearman, Michigan State University, Chair: Chris Nye, *in progress*

### ***MASTER'S THESES CHAIRED***

Cynthia Maupin, University of Georgia, Defended: May 2017  
 Jacob Pendergraft, University of Georgia, Defended: September 2021  
 Emily Gerkin, University of Georgia, Defended: June 2022  
 Joshua Pearman, University of Georgia, Defended: July 2022  
 Laura Bauer, Michigan State University, *in progress*  
 Caton Weinberger, Michigan State University, *in progress*

### ***MASTER'S THESIS COMMITTEES***

Lizandra Alvarado, Clemson University, Chair: Marissa Shuffler, Defended: April 2020  
 Annamarie Wolf, Clemson University, Chair: Marissa Shuffler, Defended: November 2021  
 Katelyn Sanders, University of Georgia, Chair: Malissa Clark, Defended: November 2021  
 Arturia Melson-Silimon, University of Georgia, Chair: Nathan Carter, Defended: Sept. 2021  
 Benjamin Listyg, University of Georgia, Chair: Nathan Carter, Defended: November 2022  
 Rachael Pyram, Michigan State University, Chair: Quinetta Roberson, Defended: March 2024  
 Jordan Holmes, Michigan State University, Chair: Ann Marie Ryan, *in progress*

## **SERVICE TO PROFESSIONAL SOCIETIES**

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### ***PANELIST, NATIONAL ACADEMIES OF SCIENCES***

*National Academies of Sciences, Engineering, and Medicine Panel* – Co-authored a forthcoming report commissioned by the National Institutes of Health (NIH) on “Best Practices in Team Science”  
*National Academies of Sciences, Engineering, and Medicine Panel* – Co-authored a forthcoming report on the “State of the Profession of Heliophysics” (Contributed expertise related to team science)

**PANELIST, NATIONAL FUNDING AGENCIES:**

*The National Science Foundation, Science of Organizations*

*The National Science Foundation, Special Topic (one-time panel)*

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

*The National Science Foundation, Science of Organizations*

*The National Science Foundation, Social Psychology Division*

**EDITORIAL BOARD MEMBERSHIPS:**

*Journal of Applied Psychology, 2018-Present*

*Journal of Management, 2019-Present*

*Organizational Psychology Review, 2020-Present*

*Journal of Business and Psychology, 2022-Present*

**AD HOC REVIEWER, JOURNALS:**

*Academy of Management Journal,*

*Personnel Psychology*

*American Psychologist*

*The Leadership Quarterly*

*Group and Organization Management*

*Journal of Vocational Behavior*

*Small Group Research*

*Journal of Research in Personality*

*Journal of Managerial Psychology*

*Business Ethics: A European Review*

*Social Work in Health Care*

**AD HOC REVIEWER, NATIONAL CONFERENCES:**

*The Academy of Management (AoM) Annual Meeting*

*The Society for Industrial and Organizational Psychology (SIOP) Annual Conference*

*The Interdisciplinary Network for Group Research (INGRoup) Annual Conference*

**ELECTED REPRESENTATIVE AT LARGE:**

*The Research Methods Division of the Academy of Management (2019-2022)*

**CONFERENCE AND EVENT PLANNING CONTRIBUTIONS:**

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

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

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

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

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

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

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

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

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

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

**PROFESSIONAL AFFILIATIONS:**

The Academy of Management (AoM)

The Society for Industrial Organizational Psychology (SIOP)

Interdisciplinary Network for Group Research (INGRoup)

**UNIVERSITY SERVICE**

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***SERVICE TO THE BROAD COLLEGE OF BUSINESS***

Broad College of Business Research Impact Committee Member (2024—present)

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

Comprehensive Exam Committee (2022—2024)

Coordinator for First-Year Student Introductory Course PSY 890 (2022—2023)

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

Hiring Committee Member, Health Disparities in Psychology Position (2022—2023)

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

Graduate Student Selection Committee (2017—2022)

Comprehensive Exam Guidelines Committee (2018—2019)

Graduate Student Curriculum Committee (2016—2017)

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

Quantitative Curriculum Committee (2018—2019)

Research Participation Pool Committee (2017—2018)

***SERVICE TO UGA***

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

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

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

*Leading Large Integrative Research Teams* - Developed and administered a cohort-based training program on “Team Science Leadership” to three cohorts of ‘high potential’ faculty members across UGA campus (August 2020—May 2021; August 2021—May 2022; and August 2022—January 2023)