

Michael T. Braun

University of South Florida
Department of Psychology
4202 East Fowler, PCD 4151
Tampa, FL 33620
Phone: (813) 974 – 0354
Fax: (813) 974 – 4617
Email: mtbraun@usf.edu

Website: <http://psychology.usf.edu/faculty/mtbraun/>

EDUCATION

Michigan State University, East Lansing, MI

Doctor of Philosophy, August, 2012

Organizational Psychology

Concentration in Quantitative Methodology and Evaluation Science

Michigan State University, East Lansing, MI

Master of Arts, December 2009

Organizational Psychology

Purdue University, West Lafayette, IN

Bachelor of Arts, May 2006

Psychology, Full Honors

PROFESSIONAL EXPERIENCE

Assistant Professor, 2015 - present

Industrial/ Organizational Psychology

University of South Florida

Assistant Professor, 2013 – 2015

Industrial/ Organizational Psychology

Virginia Polytechnic Institute and State University

Postdoctoral Fellow, 2012 – 2013

Industrial/ Organizational Psychology

Georgia Institute of Technology

AWARDS AND HONORS

Journal of Business and Psychology Reviewer of the Year, 2017

Society for Industrial and Organizational Psychology Top Poster Award, 2017

Emerald Group Publishing Citations of Excellence Winner, 2016

Williams A. Owens Scholarly Achievement Award, 2015

Organizational Research Methods Best Paper Award, 2013

Graduate Student Travel Grant, Michigan State University, 2008 – 2012

Organizational Psychology Department Fellowship for Outstanding Graduate Student, Michigan State University, 2008-2009

Purdue Undergraduate Research Focused Honors Program, Purdue University, 2005-2006

Purdue Undergraduate Liberal Arts Honors Program, Purdue University

JOURNAL ARTICLES AND BOOK CHAPTERS

Braun, M. T., Kuljanin, G., & DeShon, R. P. (2017). Special considerations for the acquisition and wrangling of big data. *Organizational Research Methods*.

Grand, J. A., **Braun, M. T.**, Kuljanin, G., Kozlowski, S. W. J., & Chao, G. T. (2016). The dynamics of team cognition: A process-oriented theory of knowledge emergence in teams [Monograph]. *Journal of Applied Psychology*, *101*, 1353-1385.

Braun, M. T., & Kozlowski, S. W. J. (2016). Systems and organizations. In H. Miller (Ed.), *Encyclopedia of theory in psychology* (p. 925-928). Thousand Oaks, CA: SAGE Publications Inc.

Kozlowski, S. W. J., Chao, G. T., Grand, J. A., **Braun, M. T.**, & Kuljanin, G. (2016). Examining the dynamics of multilevel emergence: Learning and knowledge building in teams. *Organizational Psychology Review*, *6*, 3-33.

Braun, M. T., & Kuljanin, G. (2015). Big data and the challenge of construct validity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *8*, 521-527.

*Carter, D. C., DeChurch, L. A., **Braun, M. T.**, & Contractor N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology*, *100*, 597-622.

Kozlowski, S. W. J., Chao, G. T., Grand, J. A., **Braun, M. T.**, & Kuljanin, G. (2013). Advancing multilevel research design: Capturing the dynamics of emergence. *Organizational Research Methods*, *16*, 581-615.

Braun, M. T., Kuljanin, G., & DeShon, R. P. (2013). Spurious relationships in growth curve modeling: The effects of stochastic trends on regression-based models. In J. M. Cortina & R. S. Landis (Eds.), *Modern research methods for the study of behavior in organizations* (p. 161-197). New York, NY: Routledge Academic.

Braun, M. T., Kuljanin, G., & DeShon, R. P. (2013). Spurious relationships in the analysis of longitudinal data in organizational research. *Organizational Research Methods, 16*, 302-330.

Kuljanin, G., **Braun, M. T.,** & DeShon, R. P. (2011). A cautionary note on applying growth models to longitudinal data. *Psychological Methods, 16*, 249-264.

Braun, M. T. & Oswald, F. L. (2011). Exploratory regression analysis: A tool for selecting models and determining predictor importance. *Behavior Research Methods, 43*, 331-339.

MANUSCRIPTS UNDER REVISION

Braun, M. T., Converse, P. D., & Oswald, F. L. (revise and resubmit). Estimating the accuracy of dominance analysis as a metric of relative importance: The joint impact of sampling error variance and unreliability. *Journal of Applied Psychology*

Braun, M. T. (revise and resubmit). Understanding information acquisition: A decision-making perspective. *Journal of Applied Psychology*.

Allen, T. D., *French, K. A., **Braun, M. T.,** & *Fletcher, K. (revise and resubmit). Time in work-family research: Past, present, and future. *Journal of Vocational Behavior*.

Kozlowski, S. W. J., DeShon, R. P., Chang, C., Biswas, S., Pearce, M., **Braun, M. T.,** Rench, T. A., & Baard, S. K. (revise and resubmit). Team interaction dynamics: Capturing team processes in real-time. *Journal of Management*.

MANUSCRIPTS UNDER REVIEW

Braun, M. T., *Listyg, B., & *Garrett, S. L. (under review). The negative effects of nonindependence: A comprehensive review, extension, and tool. *Behavior Research Methods*.

Braun, M. T., Brown (Rench), T. A., Kozlowski, S. W. J. & DeShon, R. P. (under review). Beyond self-report: Understanding the development of cohesion. *PLOS ONE*.

MANUSCRIPTS IN PREPARATION

Braun, M. T. & DeShon, R. P. (in progress). The inferential consequences of violating the assumption of homogeneity of functional dynamics in longitudinal data analysis. Anticipated: *Journal of Applied Psychology*.

Brown (Rench), T. A., **Braun, M. T.,** Perry, S. K., Orvis, K. L., & DeCostanza, A. (in progress). The role of boundary spanning in multiteam system performance: An idiographic, behavioral examination. Anticipated: *Journal of Applied Psychology*.

- *Garrett, S. L., **Braun, M. T.**, & Foti, R. J. (in progress). Lean in? Gender bias in leadership perceptions. Anticipated: *Psychological Science*.
- *Acton, B. P., **Braun, M. T.**, & Foti, R. J. (in progress). Personality antecedents of short- and long-run team cohesion. Anticipated: *Journal of Business and Psychology*.
- Braun, M. T.**, *Barnett, C. N., *Kaplan, M. S., *Listyg, B., & *Cooney, S. N. (in progress). The inferential consequences of error accumulation. Anticipated: *Journal of Applied Psychology*.
- Braun, M. T.**, *Kaplan, M. S., *Listyg, B., *Cooney, S. N., & *Garrett, S. L. (in progress). The importance of measurement temporal specification in the study of mediation. Anticipated: *Organizational Research Methods*.
- *Barnett, C. N., *Garrett, S. L., *Boettcher, S. A., & Braun, M. T. (in progress). The dyadic dynamics of affective emergent states: The role of communication source and frequency. Anticipated: *Small Group Research*.
- DeShon, R. P., **Braun, M. T.**, & Kuljanin, G. (in progress). Data wrangling in organizational science. Anticipated: *Journal of Applied Psychology*.
- Braun, M. T.**, Grand, J. A., *Acton, B. P., & *Garrett, S. L. (in progress). Understanding the emergence process: A dyadic perspective. Anticipated: *Journal of Applied Psychology*.
- * Denotes student author at time of submission.

RESEARCH CONTRACTS AND GRANTS EXPERIENCE

Army Research Institute (ARI) *1/2018 – present*

A computational modeling approach to organizational effectiveness:

Mapping the effects of leadership, group structure, and environmental shocks

Total Award: \$500,000

PI: Steve W.J. Kozlowski, Georgia T. Chao

Role: Co-investigator (.25 FTE)

Army Research Institute (ARI) *not funded, 2017*

System Robustness and Adaptation: A Multilevel, Process-Oriented, Computational Modeling Approach

Proposed Budget: \$824,516 (\$166,763 to USF)

PIs: Steve W. J. Kozlowski, Georgia T. Chao, Michael T. Braun, James A. Grand, Goran Kuljanin

Role: Co-Primary Investigator

Army Research Institute (ARI) *2/2016 - Present*

Leadership for Positive Climate Program

Role: Senior Consortium Fellow

Office of Naval Research (ONR) *not funded, 2015*
Improving Information Acquisition, Distribution, and Integration for Effective Decision-Making in Distributed Expertise Teams

Proposed Budget: \$519,352

PI: Michael Braun

Army Research Institute (ARI) *4/2015 – 11/2017*
ACCRUE: Automated collaboration collection & relationship understanding environment

Total Award: \$1,700,000

PI: Krista Ratwani

Role: Consultant (.1 FTE)

Army Research Institute (ARI) *6/2014 – 12/2017*
A computational modeling approach to organizational effectiveness:

Mapping the effects of leadership, group structure, and environmental shocks

Total Award: \$734,579

PIs: Steve W.J. Kozlowski, Georgia T. Chao

Role: Co-investigator (.25 FTE)

National Aeronautics and Space Administration (NASA) *not funded, 2014*
Astronaut Team Task Switching and Adaptation

Proposed Budget: \$1,049,748

PI: Steve Kozlowski

Role: Consultant (.1 FTE)

Army Research Institute (ARI) *1/2012 to 12/2014*
The coevolution of multi-dimensional dynamic networks of multi-team systems related to organization effectiveness: Theory development and empirical tests

Total Award: \$864,487

PIs: Noshir Contractor, Leslie A. DeChurch

Role: Postdoctoral Fellow

Office of Naval Research (ONR) *1/2009 to 5/2014*
Team knowledge: Origins, emergence, and measurement

Total Award: \$1,365,614

PIs: Steve W.J. Kozlowski, Georgia T. Chao

Role: Research Assistant

National Aeronautics and Space Administration (NASA) *1/2009 to 9/2013*
Developing, maintaining, and restoring team cohesion

Total Award: \$1,199,857

PIs: Steve W. J. Kozlowski, Richard P. DeShon, Neal Schmitt, Sabir Biswas

Role: Research Assistant

INVITED PRESENTATIONS AND WORKSHOPS

Braun, M. T. (2017, January). *Making science sexy: Engaging students in the quantitative side of psychology*. Presentation at the 39th annual conference of the National Institute on the Teaching of Psychology, St. Pete Beach, FL.

Braun, M. T. (2016, October). *Myths busted: Uses and utility of computational modeling*. Invited talk at the University of South Florida Industrial/ Organizational Psychology Colloquia, Tampa, FL.

Braun, M. T. (2016, February). *Exponential random graph modeling for understanding organizational phenomena*. Workshop at the University of Florida, Gainesville, FL.

*Garrett, S. L., & **Braun, M. T.** (2016, January). *Who follows whom: The formation of leader-follower relations in teams*. Presentation at the Teams Research Incubator, Atlanta, GA.

Braun, M. T. (2015, April). *Social network analysis for organizational scientists*. Workshop at the doctoral consortium of the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Braun, M. T., DeChurch, L. A., Carter, D. R. (2013, October). *The ties that lead teams: Social network metrics of collective leadership*. Presentation at the Small Conference on Team and Group Research, Gainesville, FL.

Braun, M. T., Kuljanin, G., & DeShon, R. P. (2011, March). *Spurious predictors of growth in organizational research*. Invited talk at the Michigan State University Organizational Psychology Colloquia, East Lansing, MI.

REFEREED PRESENTATIONS

Braun, M. T. (2017, April). *The dynamics within: Understanding and improving intra-team states*. Symposium chaired at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Braun, M. T. (2017, April). *The current frontier: Big data and laboratory experimentation*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Braun, M. T. & *Kaplan, M. S. (2017, April). *Missing the forest for the trees; Perils in multilevel decision-making*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kuljanin, G., & **Braun, M. T.** (2017, April). Demonstrating the varied uses of computational models. Symposium chaired at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- *Action, B. P., & **Braun, M. T.** (2017, April). *Putting two-and-two together: Using sociometric measures to capture cohesion emergence*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Action, B. P., *McCusker, M. E., Foti, R. J., & **Braun, M. T.** (2017, April). *Behind the times: Examining the development of shared leadership emergence*. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Garrett, S. L., *Barnett, C. N., & **Braun, M. T.** (2017, April). *Development of affective emergent states: The role of communication*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Garrett, S. L., & **Braun, M. T.** (2017, April). *Understanding the emergence dynamics of relational cohesion and information sharing*. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Garrett, S. L., *Kaplan, M. S., & **Braun, M. T.** (2017, April). *Estimating effects of diversity of group process: A SNA approach*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kuljanin, G., *Mak, S., **Braun, M. T.**, Grand, J. A., Kozlowski, S. W. J., & Chao, G. T. (2017, April). *The component processes of team performance in distributed expertise teams*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Listyg, B., & **Braun, M. T.** (2017, April). *When stars fail: A study of team network adaptation*. Presentation at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Braun, M. T.** (2016, April). *From inputs to outputs: Understanding the dynamics of teams*. Symposium chaired at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Braun, M. T.** (2016, April). *Who follows whom? Predicting the emergence of informal leader-follower networks*. Symposium chaired at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Braun, M. T.**, Grand, J. A., Kuljanin, G., Kozlowski, S. W. J., & Chao, G. T. (2016, April). *A computational integration of procedural and outcome interdependence in teams*. Presentation at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- *Acton, B. P., & **Braun, M. T.** (2016, April). *Team composition and the short and long-run dynamics of team cohesion*. Presentation at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- *Mak, S., *Pickhardt, D., Kozlowski, S. W. J., Chao, G. T., Grand, J. A., **Braun, M. T.**, & Kuljanin, G. (2016, April) *Building team knowledge: Shaping macrocognitive processes*. Presentation at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- *Garrett, S. L., **Braun, M. T.**, Thompson, N. J., & Hyland, J. H. (2016, April). *Who follows whom: The formation of leader-follower relationships in teams*. Presentation at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Grand, J. A., **Braun, M. T.**, Kuljanin, G., Kozlowski, S. W. J., & Chao, G. T. (2015, August). *An investigation of team knowledge-building processes: A multilevel, multi-temporal perspective*. Presentation at the 75th annual Academy of Management conference, Vancouver, BC, Canada.
- Braun, M. T.** (2015, April). *What's trending at work: Longitudinal workforce analytics*. Panel presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Braun, M. T.** (2015, April). *The "third discipline:" Advantages of a computational science of organizations*. Presentation at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Kuljanin, G., **Braun, M. T.**, Grand, J. A., Chao, G. T., & Kozlowski, S. W. J. (2015, April). *Modeling temporal dynamics of team process*. Presentation at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Braun, M. T.**, DeChurch, L. A., & *Carter, D. R. (2014, May). *Modeling relational emergence: The utility of exponential random graph models*. Presentation at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Braun, M. T.** (2014, May). *Understanding reciprocal dynamics: The utility of vector autoregressive (VAR) models*. Presentation at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Braun, M. T.**, DeChurch, L. A., & *Carter, D. R. (2014, May). *Measuring shared leadership: A computational modeling study*. Presentation at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Grand, J. A., Chao, G. T., Kozlowski, S. W. J., **Braun, M. T.**, & Kuljanin, G. (2014, May). *A methodological framework for studying multilevel emergent dynamics*. Presentation at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- *Pickhardt, D., *Mak, S., Kozlowski, S. W. J., Chao, G. T., Grand, J. A., **Braun, M. T.**, & Kuljanin, G. (2014, May). *Team macrocognition: Integrating computational modeling and research methods*. Presentation at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Braun, M. T.**, DeChurch, L. A., *Carter, D. R. (2013, May). *The ties that lead teams: Social network metrics of collective leadership*. Presentation at the 33rd annual conference of the International Network for Social Network Analysis, Hamburg, Germany.
- Olson, B., & **Braun, M. T.** (2013, April). *The Breastfeeding and Employment (BEST) Study: New mother employee perceptions of breastfeeding support in companies*. Presentation at the annual conference of Experimental Biology, Houston, TX.
- Braun, M. T.**, Murase, T., & DeChurch, L. A. (2013, April). *Understanding the social network: A study of dynamic emergent states*. Presentation at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Chao, G. T., Kozlowski, S. W. J., Grand, J. A., **Braun, M. T.**, Kuljanin, G., *Pickhardt, D., & *Mak, S. (2013, April). *Macrocognition in Teams: Agent-based Interventions and Emergence of Team Knowledge*. Presentation at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Kozlowski, S. W. J., *Pearce, M., *Baard, S. K., Chang, C.-H., Biswas, S., **Braun, M. T.**, Rench, T. A., *Kermond, C., & *Xie, H. (2013, April). *Capturing the dynamics of collaboration and teamwork*. Presentation at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- *Pearce, M., Rench, T. A., **Braun, M. T.**, *Baard, S. K., DeShon, R. P., Chang, C.-H., & Kozlowski, S. W. J. (2013, February). *Exploring cohesion over time in an astronaut analog environment*. Presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
- Olson B. H., & **Braun M. T.** (2012, October). *The Breastfeeding and Employment (BEST) Study: Employee Perceptions of Breastfeeding Support in Companies*. Presentation at the 16th annual International Society for Research in Human Milk and Lactation conference, Trieste, Italy.
- Olson B. H., & **Braun M. T.** (2012, October). *The Breastfeeding and Employment (BEST) Study: Manager Attitudes Towards Breastfeeding Support in Companies*. Presentation at the 16th annual International Society for Research in Human Milk and Lactation conference, Trieste, Italy.
- Baard, S. K., **Braun, M. T.**, Rench, T. A., Pearce, M., Bo, D., Piolet, Y., Biswas, S., DeShon, R. P., & Kozlowski, S. W. J. (2012, July). *Monitoring team collaboration and cohesion in real-time*. Presentation at the 7th annual INGRoup conference, Chicago, IL.

- Pearce, M., Rench, T. A., **Braun, M. T.**, Baard, S. K., DeShon, R. P., & Kozlowski, S. W. J. (2012, July). *Investigating the dynamics of cohesion and its time-varying covariates in astronaut analog teams*. Presentation at the 7th annual INGRoup conference, Chicago, IL.
- Braun, M. T.**, Rench, T. A., Pearce, M., Baard, S. K., Firth, B. M., DeShon, R. P., & Kozlowski, S. W. J. (2012, April). *Exploring the dynamics of self-report and behavioral cohesion on performance*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pearce, M., Rench, T. A., **Braun, M. T.**, Baard, S. K., DeShon, R. P., & Kozlowski, S. W. J. (2012, April). *Life on the ICE: Examining cohesion in Antarctic search teams*. Presentation at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kozlowski, S. W. J., Chao, G. T., Grand, J. A., **Braun, M. T.**, & Kuljanin, G. (2012, April). *Boids, droids, and noids: An integrated research paradigm on macrocognition*. Presentation at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Baard, S. K., Kozlowski, S. W. J., DeShon, R. P., Biswas, S., **Braun, M. T.**, Rench, T. A., Pearce, M., Bo, D., & Piolet, Y. (2012, April). *Assessing team process dynamics: An innovative methodology for team research*. Presentation at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Braun, M. T.**, Rench, T. A., Firth, B. M., Pearce, M., Baard, S. K., DeShon, R. P., & Kozlowski, S. W. J. (2011, April). *Success or failure? Antecedents and consequences of dynamic team cohesion*. Presentation at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Pearce, M., Rench, T. A., **Braun, M. T.**, Firth, B. M., Baard, S. K., DeShon, R. P., & Kozlowski, S. W. J. (2011, April). *Dynamic interplay of cohesion, conflict, and performance in virtual teams*. Presentation at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kozlowski, S. W. J., Chao, G. T., Grand, J., Keeny, J., **Braun, M. T.**, & Kuljanin, G. (2011, April). *Macrocognition in teams: The emergence and measurement of team knowledge*. Presentation at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Braun, M. T.**, Kuljanin, G., & DeShon, R. P. (2010, April). *Spurious predictors in random coefficient modeling*. Presentation at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Zorzie, M. C., Billington, A., & **Braun, M. T.** (2010, January). *The impact of personality, fit,*

and satisfaction on college student withdrawal: An SEM approach. Poster presented at the 12th annual conference of the Society for Personality and Social Psychology, Las Vegas, NV.

Braun, M. T. (2009, April). *The effects of nonstationarity on latent growth modeling.* Structural Equation Modeling Course Conference, East Lansing, MI.

Braun, M. T. & Oswald, F. L. (2009, April). *Exploratory regression analysis: A user-friendly tool for selecting models and determining predictor importance.* Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kuljanin, G., **Braun, M. T.**, & DeShon, R. P. (2009, April). *A cautionary note on applying multilevel models to longitudinal data.* Presentation at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Braun, M. T. (2006, May). *The impact of interruptions on residual task performance: The role of individual differences.* Poster presented at the 78th annual conference of the Midwest Psychological Association, Chicago, IL.

* Denotes student author at time of submission.

REVIEWER EXPERIENCE

Editorial Board

SIOP/ OUP Organizational Science, Translation, and Application, 2018 – present

Journal of Business and Psychology, 2015 – present

Organizational Research Methods, 2013 – present

Ad-hoc Reviewer

Small Group Research

Journal of Organizational Behavior

Administrative Science Quarterly

Human Resource Management Review

Leadership Quarterly

Multivariate Behavioral Research

Journal of Applied Psychology

Journal of Management

Organizational Research Methods, 2011 – 2013

Granting Agencies

Social Sciences and Humanities Research Council of Canada

National Science Foundation

Academic Conferences

Society for Industrial & Organizational Psychology Conference

Academy of Management Conference

TEACHING EXPERIENCE

University of South Florida

Leadership (INP 7937 – graduate level)

Organizational Psychology (INP 6935 – graduate level)

Psychological Tests and Measurement (CLP 4433)

Virginia Tech

Advanced Survey of Industrial/ Organizational Psychology (PSYC 5984 – graduate level)

Research Methods (PSYC 5316 – graduate level)

Principles of Psychological Research (PSYC 2094)

Michigan State University

Research Design and Measurement in Psychological Research (PSY 295)

GRADUATE MENTORING EXPERIENCEDoctoral Dissertation Committees**University of South Florida**

Sarah Frick	Chair	In Progress
Keaton Fletcher	Committee Member	In Progress
Kimberly French	Committee Member	Completed, 2017

Virginia Tech

Patrick Coyle	Committee Member	Completed 2015
---------------	------------------	----------------

Master's Thesis Committees**University of South Florida**

Shannon Cooney	Chair	In Progress
Michelle Kaplan	Chair	In Progress
Christina Barnett	Chair	In Progress
Tyler Henderson	Committee Member	In Progress
Sean Potter	Committee Member	In Progress
Sarah Frick	Committee Member	Completed, 2017

Virginia Tech

Bryan Acton	Co-Chair/ Committee Member	Completed 2016
Samantha Garrett	Chair	Completed 2015
Maureen McCusker	Committee Member	Completed 2015
Micah Roediger	Committee Member	Completed 2015
James Brown	Committee Member	Completed 2015

SERVICE AND COMMITTEE MEMBERSHIP

AOM Research Methods Professional Development Workshop Panel Member, 2018

SIOP Scientific Affairs Committee, 2016 – 2018

USF Psychology Participant Pool Committee, 2017-2018

USF Psychology Colloquium Committee, 2016 – 2017

USF Psychology Expo Committee, 2016 – 2017

USF Psychology Search Committee – I/O Psychology, 2016

USF I/O Psychology Doctoral Admission Committee, 2015 – 2016, 2017-2018

VT I/O Psychology Doctoral Admission Committee, 2013 - 2015

INGRoup Doctoral Consortium Panel Member, 2013

SIOP Ambassador Program, 2011

MSU Organizational Psychology Mentor Committee, 2009 – 2012

MSU Organizational Psychology Recruitment Committee Chair, 2008 - 2009

APPLIED EXPERIENCE

Starling Trust Sciences, 2016 – present

Advised on sociometric data collection and analysis as well as aided in survey development and psychometric assessment.

Center for Statistical Training and Consulting (CSTAT), Michigan State University, 2011 – 2012

Advised faculty and graduate students on research methods and statistical questions

The Christman Company, 2010

Assessed and made recommendations for improving recruitment and selection practices

PROFESSIONAL AFFILIATIONS

Professional Member, Association for Psychological Sciences

Professional Member, Interdisciplinary Network for Group Research

Professional Member, International Network for Social Network Analysis

Professional Member, Academy of Management

Professional Member, Society for Industrial and Organizational Psychology

PROFESSIONAL REFERENCES

Steve W. J. Kozlowski, Ph.D.
Professor of Organizational Psychology
Department of Psychology
309 Psychology Building
Michigan State University
East Lansing, MI 48824-1116
Phone: (517) 353-8924
Email: stevekoz@msu.edu

Leslie A. DeChurch, Ph.D.
Professor
Department of Communication Studies
Frances Searle Building
Northwestern University
Evanston, IL 60208
Phone: (954) 646-5083
Email: dechurch@northwestern.edu

Richard P. DeShon, Ph.D.
Professor of Organizational Psychology
Department of Psychology
306 Psychology Building
Michigan State University
East Lansing, MI 48824-1116
Phone: (517) 353-4624
Email: deshon@msu.edu

Georgia T. Chao, Ph.D.
Associate Professor of Management
Eli Broad College of Business
435 N. Business Complex
Michigan State University
East Lansing, MI 48824-1116
Phone: (517) 353-5418
Email: chaog@bus.msu.edu