Curriculum Vitae

# Dorothy R. Carter

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

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

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

## ACADEMIC APPOINTMENTS

2016–present  Assistant Professor, Psychology, The University of Georgia,

2015–2016  Visiting Assistant Professor, Psychology, The University of Georgia

*Other Appointments at The University of Georgia:*
Owens Institute for Behavioral Research (OIBR), *Affiliate,* 2015-2017, *Fellow,* 2017–present;
The Georgia Informatics Institute (GII), *Full Member,* 2017–present

## EDUCATION

2016   Ph.D.   Industrial-Organizational Psychology, Georgia Institute of Technology
*Dissertation:* "The Motivational Drivers of Leadership Emergence in Multiteam Systems"
* Winner of the Alvah H. Chapman J. Outstanding Dissertation Award
*Minor*: Quantitative Psychology

2013   M.A.   Industrial-Organizational Psychology, Georgia Institute of Technology
*Thesis*: "The Impact of Leadership Network Structure on Multiteam System Innovation"

2010   B.S.   Psychology, Wright State University, Magna cum Laude
*Minor*: Business Management

## RESEARCH FOCUS

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

## HONORS AND AWARDS

2017   The Alvah H. Chapman Jr. Outstanding Dissertation Award for the dissertation that makes an outstanding contribution to the field of leadership – presented by the Center for Leadership (CFL) at Florida International University in partnership with the Academy of Management Network of Leadership Scholars.

2017   Fellow - The William A. & Barbara R. Owens Institute for Behavioral Research (OIBR)

2017   Honorable Mention - Fredric M. Jablin Doctoral Dissertation Award, International Leadership Association

2015   Top Graduate Student Paper, Georgia Institute of Technology, Psychology Department for 1st Authored Publication in Journal of Applied Psychology: "*Social Network Approaches to Leadership: An Integrative Conceptual Review.*"

2012   Visiting Scholar (January 2012—April 2012), Grenoble Ecole de Management, Grenoble, France. Funded through National Science Foundation Award #1063901.

2009    Distinguished Senior Award, Wright State University

2009    Psychology Departmental Honors Award, Wright State University

2009    Women in Science Award, Wright State University

2008    Undergraduate Research Award, Midwestern Psychological Association

## GRANT FUNDING

Primary Investigator (Selected for Funding) – *Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks*. The National Aeronautics and Space Administration (NASA). Carter, D.R. (PI), Shuffler, M. (Co-I), DeChurch, L.A. (Co-I), Contractor, N.S. (Co-I), Schecter, A. (Co-I), Zaccaro, S.J., Burke, S., & Landon, L. (Consultants). Budget (pending sponsor final approval): $991,979. https://www.nasa.gov/feature/nasa-selects-seven-proposals-to-support-astronaut-health-on-missions-to-mars

Senior Personnel, Evaluation and Continuous Improvement Function (Selected for Funding) – *Georgia Clinical and Translational Science Alliance (GaCTSA)*. National Institutes of Health (NIH), Phillips, B. (PI), Requested budget (pending sponsor final approval): $5,141,485.

Sub-Awardee (January 2016–April 2016) – Sub-award from the Georgia Institute of Technology. *CAREER: Leadership for Virtual Organizational Effectiveness*. National Science Foundation (NSF) Early Career Award, SES #1219469. DeChurch, L.A. (PI). Full Award: $425,006, Sub-award: $16,000. Start date of full award: September 1, 2011.

## REFEREED PUBLICATIONS
([†] Denotes current or former PhD student)

13. Llewellyn, N., **Carter, D.R.,** Nehl, E. J., & Rollins, L. (in press) Charting the publication and citation impact of the NIH Clinical & Translational Science Award (CTSA) program from 2006-2016. *Academic Medicine.*

12. Shuffler, M., Kramer, W., **Carter, D.R.,** Thayer, A., & Rosen, M. (in press). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review.*

11. Cullen-Lester, K.L., [†] Maupin, C.K., & **Carter, D.R.** (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly, 28*(1), 130-152.

10. Mesmer-Magnus, J., **Carter, D.R.,** Asencio, R. & DeChurch, L.A. (2016). Space exploration illuminates the next frontier for teams research. *Group and Organization Management, 41*(5), 595-628.

9. Cutcher-Gershenfeld, J., Baker, K., Berente, N., **Carter, D**., DeChurch, L., Flint, C., ... & Knight, E. (2016). Build it, but will they come? A geoscience cyberinfrastructure baseline analysis. *Data Science Journal, 15*, 8.

8. **Carter, D.R.,** DeChurch, L.A., Braun, M. & Contractor, N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology, 100*(3), 597-622.

7. Carter, N.T., **Carter, D.R.,** & DeChurch, L.A. (in press). Implications of observability for the theory and measurement of shared emergent team properties. *Journal of Management*, published online before print, October, 2015, doi: 10.1177/0149206315609402.

6. **Carter, D.R.,** Asencio, R., Wax, A., DeChurch L.A., & Contractor, N.S. (2015). Little teams big data: Big data provides new opportunities for teams research. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*(4), 550-555.

5. Wax, A., Asencio, R., & **Carter, D.** (2015). Thinking big about big data. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*(4), 545-550.

4. Murase, T., **Carter, D.R.,** DeChurch, L.A., & Marks, M.A. (2014). Mind the gap: The role of leadership in MTS collective cognition. *The Leadership Quarterly, 25*(5), 801-1078.

3. **Carter, D.R.,** & DeChurch, L.A. (2012). Networks: The way forward for collectivistic leadership research. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 5,* 412-415.

2. Contractor, N.S., DeChurch, L.A., Carson, J., **Carter, D.R**., & Keegan, B. (2012). The topology of collective leadership. *The Leadership Quarterly, 23,* 994-1011.

1. Asencio, R., **Carter, D.R.,** DeChurch, L.A., Zaccaro, S.J., & Fiore, S.M. (2012). Charting a course for collaboration: A multiteam perspective. *Translational Behavioral Medicine, 2,* 487-494.


## MANUSCRIPTS UNDER REVIEW OR BEING REVISED

Shuffler, M., & **Carter, D.R.** (Revise and Resubmit Status, 1st round). Title redacted for review process. *American Psychologist.*

Lungeau, A., **Carter, D.R.,** DeChurch, L.A., & Contractor (Revise and Resubmit Status, 1st round). Title redacted for review process. *Communication Methods and Measures.*


## WORKING PAPERS
([†] Denotes current or former PhD student, [††] Denotes current of former undergraduate student)

**Carter, D.R.,** DeChurch, L.A., [†]Maupin, C.K., Zaccaro S.J., & Contractor, N.S. (in progress). The motivational drivers of leadership emergence in multiteam systems. Targeted for: *Academy of Management Journal.*

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

**Carter, D.R.,** Cullen-Lester, K., DeChurch, L.A., Zaccaro, S.J., & Contractor, N.S. (under review). The principles of leadership network emergence. Targeted for: *Journal of Applied Psychology*

Shum, C., Zhou, L., **Carter, D.R.,** & Wang, M. (in progress). Healing the victim or empowering the avenger? A multilevel model of the moderating role of network centrality in the abusive supervision-performance relationship. Targeted for: *Academy of Management Journal.*

[††]Gibson, Z. M., **Carter, D. R.,** & DeChurch, L. A. (in progress). Little words and big goals: Semantic indicators of leadership in multiteam systems.

[†] Chamberlin, M., [†] Newton, D., [†] Maupin, C.K., Nahrgang, J., & **Carter, D.R**. (in progress). What happens in the team won't stay in the team: The effects of member voice and network reputation on future team membership.

[†] Vande Griek, O., [†] Tawse, A. Cullen-Lester, K., & **Carter, D.R.** (in progress). Women and behavioral integration processes in top management teams.

Liu, Y., [†] Trainer, H., **Carter, D.R.,** & Wang, M. (in progress). Newcomer socialization in teams: How first impressions dictate newcomers' integration and team performance.

## CHAPTERS IN EDITED VOLUMES
(† Denotes current or former PhD student, †† Denotes current of former undergraduate student)

6. **Carter, D.R.,** Asencio, R., † Trainer, H., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J. (forthcoming). State-of-the-science: Best practices for working in multiteam systems. In K. Hall (Ed.). *Handbook of team-based interdisciplinary research.*

5. DeChurch, L. A., **Carter, D. R.,** Asencio, R., Wax, A. Seely, P. W., Dalrymple, K. Vaughn, S., Jones, B., & Plummer, G., Mesmer Magnus, J. R., (forthcoming). From teams in organizations to organizing in teams. Organizational Psychology. In N. *Anderson*, D. S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.)*, Handbook of industrial, work and organizational psychology* (Vol. 1, 2nd ed.). London, UK: Sage.

4. Fiore, S. M., **Carter, D. R.,** & Asencio, R. (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In (Eds.), *Team cohesion: Advances in psychological theory, methods, and practice: Research on Managing Groups and Teams, Vol 17* (pp. 271-301). Emerald Group Publishing Limited.

3. †† Montoya, A., **Carter, D.R.,** DeChurch, L.A., & Martin, J. (2015). The five perils of team planning: Regularities and Remedies. In M. Frese & M. Mumford (Eds.), *Organization Planning: The Psychology of Performance* (pp. 166. Organization and Management Series: Taylor & Francis.

2. **Carter, D.R.,** & DeChurch, L.A. (2014). Leadership in Multiteam Systems: A network perspective. In D.V. Day (Ed.), *Oxford Handbook of Leadership* (pp. 483-505), Oxford University Press.

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

## REFEREED CONFERENCE PROCEEDINGS

4. McDonald, J.D., DeChurch, L.A., Asencio, R., **Carter, D.R.,** Mesmer-Magnus, J.R., & Contractor, N.S. (2015). Team task switching: A conceptual framework for understanding functional work shifts. *Paper Proceedings of the 59th Annual Meeting of the Human Factors and Ergonomics Society (HFES).*

3. Shum, C., Zhou, L., **Carter, D.R.,** Shenjiang, M., & Chen, H. (2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision. *Paper Proceedings of the 74th Annual Meeting of the Academy of Management (AOM).* 15652.

2. **Carter, D.R.,** DeChurch, L.A., & Zaccaro, S.J. (August, 2014). Impact of leadership network structure on the creative output of multiteam systems*. *Paper Proceedings of the 74th Annual Meeting of the Academy of Management (AOM).*

1. DeChurch, L.A., **Carter, D.R.,** Zaccaro, S.J., Contractor, N.A. (2014). Leadership and governance approaches for complex cooperative settings. *Paper Proceedings of the North Atlantic Treaty Organization (NATO) Human Factors and Medicine Panel.*

## MEDIA ARTICLES

2. **Carter, D.R.** & Maupin, C.K. (July, 2017). Leadership IS a social network: Implications for security professionals. Invited article: *Centre for research and evidence on security threats (CREST) security review* (Translational magazine targeting national security professionals in the United Kingdom) https://crestresearch.ac.uk/. Direct link to article: https://www.crestresearch.ac.uk/csrflipbook/issue-5/?page=6

1. **Carter, D.R.** & Cullen, K. (February, 2014). Preparing for Atlanta's next BIG snow and other wicked challenges: Three insights for multiteam leadership. In: *Leading effectively.com: Official blog of the Center for Creative Leadership. http://www.leadingeffectively.com/blog/page/7/*

**MEDIA MENTIONS**

1. Frame, S. (2017). *Dorothy Carter explores a mission to Mars*. Feature profile article in the American Psychological Association Member Center. http://psyciq.apa.org/dorothy-carter-explores-mission-mars/

**SYMPOSIA CHAIRED**

([†] Denotes current PhD student, [††] Denotes current of former undergraduate student)

6. **Carter, D.R.** & M. Luciano (Co-Chairs) (April 2016), *The paradox of multiteam work: Factors that pull systems apart and push teams together.* Symposium at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Helsinki, Finland.

5. Maupin, C. K.[†] **Carter, D.R.,** & Zhou, L. (Co-Chairs) (April 2016). *The intersection of leadership development and social contexts.* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

4. **Carter, D.R.** (Chair) (July, 2013). *Teams on the hyperedge: Using hypergraph network methodology to understand teams.* Symposium at the Interdisciplinary Network of Groups Research (INGRoup) Conference: Atlanta, GA.

3. **Carter, D.R.,** & DeChurch, L.A. (Co-Chairs) (April, 2013). *Leading the way: Incorporating network analysis into leadership research.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX.

2. **Carter, D.R.,** & Carter, N.T. (Co-Chairs) (August, 2012). *Aligning team measurement practice with theory through novel analytic applications.* Paper presentation at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

1. **Carter, D.R.,** & DeChurch, L.A. (Co-Chairs) (April, 2012). *The power of collaboration: Investigations of multiteam systems*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: San Diego, CA.

**PRESENTATIONS AND PANEL DISCUSSIONS**

([†] Denotes current PhD student, [††] Denotes current of former undergraduate student)

55. [†] Trainer, H. M., & **Carter, D.R.**. (August, 2017). The impact of shared governance on nurses' well-being. In P. Farago & D. DiazGranados (Co-Chairs). *Changing the conversation: Helping healthcare workers grow through change.* Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

54. [†] Newton, D., Nahrgang, J., [†] Maupin, C.K., Chamberlin, M. & **Carter, D.R**. (August, 2017). The influence of voice on personal reputation and leader emergence. In Sinha, R. and Chiu, C. (Chairs). *A network approach to understanding the antecedents and consequences of team leadership.* Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

    ❖ Featured as part of a 'showcase symposium.'

53. [†] Maupin, C.K., & Carter, D.R. (July, 2017). The impact of teams' interteam leadership structures on intrateam performance. In S. Dubrow, C.K., [†] Maupin, & S.J. Zaccaro (Chairs). *Crossing boundaries in organizations: A social network approach.* Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.

52. † Trainer, H., †† Agbonghae, C., † Maupin, C.K., **Carter, D.R.,** Nehl, E.J., & Llewellyn, N. (July, 2017). Building institutional partnerships to advance clinical and translational science. In M.L. Shuffler & W.S. Kramer (Chairs). *Creating expert teams: Advancing science team dynamics with I/O Psychology.* Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.

51. † Gibson, Z. M., **Carter, D. R.,** & DeChurch, L. A. (May, 2017). *Little Words and Big Goals: Semantic Indicators of Leadership in Multiteam Systems.* Paper presented at the 67th Annual Conference of the International Communication Association, San Diego, CA.

50. † Maupin, C.K., & **Carter, D.R.** (May, 2017). *Teamwork relationships in multiteam systems: Traits you can trust.* Poster presentation at the European Association of Work and Organizational Psychology, Dublin, Ireland.

49. **Carter, D.R.,** & DeChurch, L.A. (May, 2017). *The impact of team priorities on inter-team leadership claims and grants in multiteam systems.* Paper presentation at the 2nd Annual Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.

48. **Carter, D.R.** (April, 2017). A semantic network analysis approach to studying leadership emergence. In C.P.R. Scott & J.L. Wildman (Chairs). *Cutting edge perspectives of shared leadership networks.* Symposium at the 32st Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

47. Nehl, E.J, Llewellyn, N., Rollins, L., & **Carter, D.R.** (October, 2016). *Dealing with complexity in tracking program/service data in clinical & translational research/science organizations.* Webinar presented to the Association for Clinical and Translational Science, ACTS Evaluators Special Interest Group.

46. **Carter, D.R.,** & DeChurch, L.A. (Sept, 2016). *A semantic network analysis approach to studying leadership system emergence.* Invited presentation at the Co-Lead Net Small Conference on collective approaches to leadership, New York University, Wagner School of Public Service, New York.

45. **Carter, D.R**. & DeChurch, L.A. (July, 2016). Priorities that lead and priorities that follow: The impact of team priorities on interteam leadership emergence. Paper presentation in M. Luciano and D.R. Carter (Co-Chairs), *The paradox of multiteam work: Factors that pull systems apart and push teams together.* Symposium at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Helsinki, Finland.

44. **Carter, D.R.** (April, 2016). The principles of leadership system emergence: A conceptual framework. In M. T. Braun (Chair). *Who follows whom? Predicting the emergence of informal leader-follower networks* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA

43. † Maupin, C. K., †Clauson, M., Carter, N.T., & **Carter, D.R**. (April, 2016). *Too soon to say: Measuring emergent constructs for nascent teams.* Poster presentation at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

42. † Maupin, C. K., Cullen, K.L., & **Carter, D.R.** (April, 2016). Developing, shaping, and co-creating: Leveraging relationships for leadership development. Paper presentation in L. Zhou, C.K. Maupin, & D.R. Carter (Co-Chairs). *The intersection of leadership development and social contexts.* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

41. †† Robotham, K., ††Gibson, Z., **Carter, D. R.,** Kanfer, R., & DeChurch, L.A. (April, 2016). Origins of synchrony emergence in teams. Paper presentation in G. Plummer and L. DeChurch (Co-Chairs) *Novel ways to understand and assess teamwork.* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

40. **Carter, D.R.,** [††] Gibson, Z.M., & DeChurch, L.A. (August, 2015). *Big motives and little words: Antecedents of leader emergence in multiteam systems.* Paper presentation at the 75th Annual Meeting of the Academy of Management: Vancouver, CA.

39. **Carter, D.R.,** & Cullen, K. (August, 2015). *Network approaches to opening governance and leadership.* Caucus assembly led at the 75th Annual Meeting of the Academy of Management: Vancouver, CA.

38. **Carter, D.R.,** McDonald, J., Asencio, R., Plummer, G., Mesmer-Magnus, J., & DeChurch, L. A. (July, 2015). New frontiers for teams research: Space exploration reveals seven inconvenient truths about teams. Paper presentation at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.

37. [††] Gibson, Z., **Carter, D.R.,** Jones, B.R., & DeChurch, L.A. (July, 2015). Big motives and little words predict leader emergence in multiteam systems. Paper presentation in A. Schecter and B. Jones (Co-Chairs) *Teams and text.'* Symposium at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.

36. **Carter, D.R** (July, 2015). A grand multiteam challenge: Data sharing in the geosciences. Paper presentation in **D.R. Carter** and G. Plummer, (Co-Chairs) *Grand groups: Multiteam systems solving 'grand challenges.'* Symposium at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.

35. Carter, N. T., Guan, L., & **Carter, D. R.** (April, 2015). Using multilevel IRT to understand team construct emergence. In A. D. Mead (Chair) *Innovative IRT models for organizational research and practice.* Symposium at the annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

34. **Carter, D.R.,** DeChurch, L.A., & Zaccaro, S.J. (August, 2014). Impact of leadership network structure on the creative output of multiteam systems*. Paper presentation at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.

   ❖ Selected for Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management.

33. Shum, C., Zhou, L. **Carter, D.R.,** (August, 2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision.* Paper presentation at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.

   ❖ Selected for Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management.

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

31. **Carter, D.R.,** Asencio, R. Gibson, Z., DeChurch, L.A., & Zaccaro, S.J. (May, 2014). Science teams in context: Countervailing forces in translational multiteam systems. In J. Mathieu & M. Lucianco (Co-chairs). *Ordering the complexity: Establishing key differences in multiteam systems.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.

30. Medvin, E.S., Pacic, E., Zaccaro, S.J., DeChurch, L.A., **Carter, D.R.,** & Chen, T.R. (May, 2014). An integrated approach to the leadership and innovation relationship. In E.S. Medvin, E. Pacic, & S.J. Zaccaro (Co-Chairs). *Leading for Creativity and Innovation.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.

29. Braun, M., DeChurch, L.A., & **Carter, D.R.** (May, 2014). Measuring shared leadership: A computational modeling study. In J.A. Grand & G.T. Chao (Co-Chairs). *Computational modeling: Advancing research on team dynamics.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.

28. Contractor, N., DeChurch, L.A., Asencio, R., & **Carter, D.R.** (May, 2014). Big data: Motivating theories and methods to understand teams. In L.A. DeChurch & R. Asencio (Co-Chairs). *Little teams, big data: Understanding teams using digital traces.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Honolulu, HI.

27. Gibson, Z., **Carter, D.R.,** Braun, M., Montoya, A. & DeChurch, L.A., (Nov. 2013) Using machine learning techniques to understand team processes. Paper presentation at the Computational Social Science Conference, Emory University, Atlanta, GA.

26. Lungeanu, A., Contractor, N., **Carter, D.R.**, & DeChurch, L.A. (July, 2013). A hypergraph approach to understanding the assembly of scientific research teams. In **D.R. Carter** (Chair) *Teams on the hyperedge: Using hypergraph network methodology to understand teams.* Symposium at the Interdisciplinary Network of Groups Research (INGRoup) Conference: Atlanta, GA.

25. Braun, M.T., DeChurch, L.A., **Carter, D.R.** (2013, May). *The ties that lead teams: Social network metrics of collective leadership.* Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Hamburg, Germany

24. **Carter, D.R.,** DeChurch, L.A., Contractor, N., & Carson, J. (April, 2013). A framework for understanding collective leadership through network analysis. In L.A. DeChurch **& D.R. Carter** (Co-Chairs). *Leading the way: Incorporating network analysis into leadership research.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX.

23. **Carter, D.R.,** DeChurch, L.A., & Zaccaro, S. (October, 2012). *Leading innovation in multiteam systems.* Presentation at the European Association of Work and Organizational Psychology small group meeting on multiteam systems, Varenna, Italy.

22. Carter, N.T., **Carter, D.R.,** & DeChurch, L. (August, 2012). IRT-based evidence of team construct measurement quality and emergence. In N.T. Carter & **D.R. Carter** (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications.* Paper presentation at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

21. **Carter, D.R.** & Carter, N.T. (Co-Chairs), (August, 2012) *Aligning team measurement practice with theory through novel analytic applications.* Symposium at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

20. **Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August, 2012). Emergent leadership network structures in global virtual teams: Impact on Innovation.* In E. Campbell-Bush & K. Bartol (Co-Chairs), *Advances in highly virtual teams: Key composition, leadership, and shared process components.* Paper presentation at the 72nd Annual Meeting of the Academy of Management: Boston, MA

   ❖ Accepted by three divisions of the Academy of Management and featured as part of a 'showcase symposium.'

19. DeChurch, L.A., Zaccaro, S.J., **Carter, D.R.,** Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (August, 2012). *Innovating within and across teams, through time and space: A multiteam-network perspective.* Paper presented at the American Psychological Science Conference: Chicago, IL.

18. Kalinoski, Z., Steele-Johnson, D., Clark, P., & **Carter, D.R.** (August, 2012). *Proactive personality scale: Assessing factor structure and equivalence across groups.* Poster at the American Psychological Association Conference: Orlando, FL.

17. **Carter, D.R.,** & DeChurch, L.A. (Oct, 2013). *Understanding the emergence and consequences of leadership networks.* Invited presentation at a small group workshop on open-source software collaboration in conjunction with the *LinuxCon* annual conference: New Orleans, LA.

16. **Carter, D.R.** & DeChurch, L.A. (Co-Chairs), (April, 2013) *Leading the way: Incorporating network analysis into leadership research.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: Houston, TX

15. **Carter, D.R.**, & DeChurch, L.A. (April, 2012) *MTS leadership from a network perspective.* In **D.R. Carter,** & L.A. DeChurch (Co-Chairs), The power of Collaboration: Investigations of Multiteam Systems. Symposium at the annual Society for Industrial and Organizational Psychology Conference: San Diego, CA.

14. DeChurch, L.A., Zaccaro, S.J., **Carter, D.R.**, Asencio, R., Seely, P., Wax, A., Chen, T., & McCausland, T. (April, 2012). Development of coordination norms in globally distributed multiteam systems. In **D.R. Carter,** & L.A. DeChurch (Co-Chairs), *The Power of Collaboration: Investigations of Multiteam Systems.* Symposium at the annual Society for Industrial and Organizational Psychology Conference: San Diego, CA.

13. DeChurch, L.A., **Carter, D.R.**, Zaccaro, S.J., Chollet, B., McCausland, T., & Holland, S. (March 2012). *Innovate against time: Leadership structures in multiteam systems.* Presentation at the International Sunbelt Social Network Conference XXXII: Redondo Beach: CA.

12. Lungeanu, A., Murase, T., **Carter, D.R.**, & Contractor, N. (March 2012). *A hypergraph approach to understanding the assembly of scientific research teams.* Presentation at the International Sunbelt Social Network Conference XXXII: Redondo Beach: CA.

11. Chollet, B., DeChurch, L., **Carter, D.R.,** Asencio-Hodge, R., & Zaccaro, S. (March, 2012). *Networking the competition: How inter-project networks improve innovation performance.* Presentation at the International Sunbelt Social Network Conference XXXII: Redondo Beach.

10. DeChurch. L.A., McCausland, T., Wax, A., **Carter, D.R.,** Holland, S., Chollet, B., & Zaccaro, S.J., (Feb, 2012). *Network formation and change in global multiteam systems.* Poster presented at the Organizational Science Winter Conference XVIII: Colorado Springs, CO.

9. **Carter, D**., Bedwell, W., Sierra, M.J., & Smith-Jentsch, K.A. (July, 2011). *Organizational analysis for long-duration spaceflight teams: A fresh MTS perspective.* Poster presented at the 6th Annual Interdisciplinary Network for Group Research (INGroup) Conference: Minneapolis, MN.

8. **Carter, D**., Smith-Jentsch, K.A., Sierra, M.J., Bedwell, W.L., Weaver, S.J., Dietz, A. S., Oglesby, J., Fiore, S., & Salas, E. (2011, May). *Long duration space flight work characteristics: A team task analysis.* Poster presented at the 16th International Symposium on Aviation Psychology: Dayton, OH.

7. Sierra, M.J., **Carter, D**., & Smith-Jentsch, K.A. (May, 2011). *Meeting the needs of long-duration spaceflight crews through guided team self-correction.* Presentation at the 16th International Symposium on Aviation Psychology: Dayton, OH.

6. Sierra, M.J., **Carter, D.,** Smith-Jentsch, K.A., & Salas, E. (April, 2011). *The Application of guided team self-correction in long-duration spaceflight.* Poster presentation at the 18th Annual IAA Humans in Space Symposium: Houston, TX.

5. Sierra, M.J., Smith-Jentsch, K.A., **Carter, D.,** Weaver, S.J., & Bedwell, W.L. (April, 2011). *Disentangling the unique effects of Team Dimensional Training's design elements.* Poster presentation at the 26th annual conference of the Society for Industrial-Organizational Psychology: Chicago, IL.

4. Kalinoski, Z., Steele-Johnson, D., **Carter, D.,** & Leas, K. (April, 2010) *Personality, self-efficacy, and planning effects on performance: A process model.* Poster presented at the annual Society for Industrial and Organizational Psychology Conference: Atlanta, GA.

3. Kalinoski, Z., Steele-Johnson, D., Claflin, D., & **Carter, D.** (May, 2010) *Are all errors created equal? Effects of errors on performance.* Poster presented at the 22nd Annual Convention of the Association for Psychological Science: Boston, MA.

2. **Carter, D.**, & Steele-Johnson, D. (May, 2009). *Effects of systematic exploration and proactive personality on performance.* Poster presented at the annual Midwestern Psychological Association Conference: Chicago. IL.

1. **Carter, D.,** Steele-Johnson, D. & Claflin, D. (May, 2008). *Exploring learning strategies during training on a truck-dispatcher task.* Poster presented at the annual Midwestern Psychological Association (MPA) Conference: Chicago, IL.
   - ❖ Recipient of the "best paper" undergraduate research award at the Midwestern Psychological Association Annual Conference

## GRADUATE STUDENT MENTORING

- 2015—Present, Primary Advisor, Thesis Chair (defense, March, 2017), Comp Committee Member, Dissertation Chair, Cynthia Maupin, UGA, I-O Psychology
- 2016—Present, Primary Advisor, Hayley Trainer, UGA, I-O Psychology
- 2017—Present, Primary Advisor, Jacob Pendergraft, UGA, I-O Psychology

## TEACHING

**Master's Level Graduate Instruction, The University of Georgia, Professional Master's Program in Industrial-Organizational Psychology:**
- Summer 2017: PSYC 6813 – Teams in Organizations (Evaluation: 4.85/5.0)

**Undergraduate Instruction, The University of Georgia:**
- Fall 2017: PSYC 5100 Honors Seminar – Leadership for Organizational Teams Capstone (*in progress*)
- Fall 2017: PSYC 5100 – The Psychology of Social Networks Capstone (*in progress*)
- Spring 2017: PSYC 5100 – The Psychology of Social Networks Capstone (Course Evaluation: 4.87/5)
- Spring 2017: PSYC 4200 – Social Psychology (Course Evaluation: 4.68/5).
- Summer 2016: PSYC 4200 – Social Psychology (Course Evaluation: 4.75/5.00)
- Spring 2016: PSYC 4200 – Social Psychology (Course Evaluation: 4.27/5.00)
- Fall 2015: PSYC 4200 – Social Psychology (Course Evaluation: 4.22/5.00)

**Ph.D. Level Graduate Instruction, The University of Georgia:**
- Fall 2016: PSYC 8990 – Organizational Leadership, Ph.D. Seminar (Evaluation: N/A)

**Undergraduate Teaching Assistant, Georgia Institute of Technology:**
- Spring 2015: Leveraging Networks Honors Capstone (*Teaching Assistant*)

**Master's Level Teaching Assistant, Grenoble Ecole de Management:**
- Spring 2012: Business Innovation Management (*Research Coordinator for National Science Foundation Award #1063901*)

**UNIVERSITY SERVICE**

- 2017—Present, I-O Psychology Graduate Student Selection Procedure Committee, UGA, I-O Psychology
- 2016—Present, I-O Psychology Graduate Student Curriculum Committee, UGA, I-O Psychology

**PROFESSIONAL AFFILIATIONS**

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

**PROFESSIONAL SERVICE**

*Ad-Hoc Reviewer:*
- The National Science Foundation, Science of Organizations (SoO)
- Journal of Applied Psychology
- Academy of Management Journal
- American Psychologist
- The Leadership Quarterly
- Journal of Management
- Group and Organization Management
- The Journal of Business & Psychology
- Journal of Vocational Behavior
- Journal of Managerial Psychology
- Scientometrics
- Business Ethics: A European Review
- Social Work in Health Care
- International Journal of Information Technology & Decision Making
- The Society for Industrial and Organizational Psychology Annual Meeting
- The Interdisciplinary Network for Group Research Annual Meeting
- The Academy of Management Annual Meeting

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

*Pre-Conference Doctoral Consortia Contributor:*
- Panelist: "*Prolific Authors Session,*" (April, 2017), The Society for Industrial & Organizational Psychology Annual Pre-Conference Doctoral Consortium, Orlando, FL.
- Panelist: "*The Job Hunt Process Session,*" (July, 2017), Interdisciplinary Network for Group Research Annual Meeting Pre-Conference Doctoral Consortium, St. Louis, MI.