

**Leslie A. DeChurch, PhD**

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**Summary**

Leslie DeChurch is an Associate Professor of Industrial and Organizational Psychology at Georgia Institute of Technology, where she is the Director of the DELTA (Developing Effective Leaders, Teams, and Alliances) research group. In the area of leadership, Professor DeChurch is developing a new network-based understanding of leadership as a collective multilevel phenomenon. Her work on multiteam systems seeks to understand the complex dynamics operating in modern organizations comprised of distributed individuals connected through technology. Professor DeChurch serves on the editorial boards of the *Journal of Applied Psychology*, *Small Group Research*, the *Journal of Occupation and Organizational Psychology*, and the *Journal of Business and Psychology*; she is a member of the boards of the Interdisciplinary Network for Group Research (INGroup) and the Science of Team Science (SciTS). Professor DeChurch is the recipient of an NSF CAREER award, and her research on teamwork and leadership has been continuously funded by the National Science Foundation and the Army Research Institute for the Social and Behavioral Sciences for the past 7 years. Professor DeChurch is co-editor of, "Multiteam systems: An organizational form for dynamic and complex environments", and dozens of articles in top journals including *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, and *Leadership Quarterly*. Professor DeChurch teaches in the areas of teamwork and leadership to PhD students, undergraduates, and executives.

**Education**

Ph.D.	2002,	Florida International University, Miami, FL, USA
M.S.	2000	Industrial and Organizational Psychology
B.S.	1996	University of Miami, Coral Gables, FL, USA Environmental Science, General Honors

**Academic Experience**

2011-present	Associate Professor of Industrial & Organizational Psychology School of Psychology, Georgia Institute of Technology, Atlanta, GA
2007 – 2011	Assistant Professor of Industrial & Organizational Psychology Department of Psychology, University of Central Florida, Orlando, FL Awarded Tenure and Promoted to Associate Professor in May, 2011
2003 - 2007	Assistant Professor of Industrial & Organizational Psychology Department of Psychology, Florida International University, Miami, FL

**Refereed Journal Articles**

(\*denotes current and former PhD students)

1. DeChurch, L.A., \*Mesmer-Magnus, J.R., & \*Doty, D. (forthcoming). Moving beyond relationship and task conflict: Toward a process-state perspective. *Journal of Applied Psychology*.
2. Contractor, N.S., DeChurch, L.A., Carson, J., \*Carter, D., & Keegan, B. (2012). The topology of collective leadership. *Leadership Quarterly*, 6, 994-1011.
3. \*Asencio, R., \*Carter, D., DeChurch, L.A., Zaccaro, S.J., & Fiore, S.J. (2012). Charting a course for collaboration: A multiteam perspective. *Translational Behavior Medicine*, 2, 487-494.

4. \*Carter, D. & DeChurch, L.A. (2012). Toward a leadership networks paradigm for collectivistic leadership. *Industrial and Organizational Psychology*, 5, 412-415.
5. \*Murase, T., \*Doty, D., \*Wax, A., DeChurch, L.A., & Contractor, N.S. (2012). Teams are changing, time to "think networks." *Industrial and Organizational Psychology*, 5, 41-44.
6. \*Mesmer-Magnus, J.R., & DeChurch, L.A. (2012). Information sharing and team performance: A meta-analysis *IEEE Engineering Management Review*, 40, 119.
7. \*Mesmer-Magnus, J.R., DeChurch, L.A., & \*Wax, A. (2011). Moving emotional labor beyond surface and deep acting: A discordance-congruence perspective. *Organizational Psychology Review*, 2, 6-53.
8. Hiller, N.J., DeChurch, L.A., \*Murase, T., & \*Doty, D. (2011). Searching for outcomes of leadership: A 25-year review. *Journal of Management*. 37, 1137-1177.
9. \*Randall, K. R., Resick, C.J., & DeChurch, L. A. (2011). Building team adaptive capacity: The roles of sense-giving and team composition. *Journal of Applied Psychology*. 96, 525-540.
10. \*Mesmer-Magnus, J.R., DeChurch, L.A., \*Jimenez, M.J., \*Wildman, J., & \*Shuffler, M. (2011). A meta-analytic examination of virtuality and information sharing in teams. *Organizational Behavior and Human Decision Processes*. 115, 214-225.
11. DeChurch, L.A., Burke, C.S., \*Shuffler, M., \*Lyons, R., \*Doty, D., & Salas, E. (2011). A historiometric analysis of leadership in mission critical multiteam environments. *Leadership Quarterly*, 22, 152-169.
12. DeChurch, L.A., Hiller, N.J., \*Murase, T., \*Doty, D., & Salas, E. (2010). Leadership across levels: Levels of leaders and their levels of impact. *Leadership Quarterly*, 21, 1065-1089.
13. Resick, C.J., \*Murase, T., \*Bedwell, W., \*Sanz, E., \*Jimenez, M., & DeChurch, L.A. (2010). Mental model metrics and team adaptability: A multi-facet multi-method examination. *Group Dynamics: Theory, Research, & Practice*. 14, 332-349.
14. \*Mesmer-Magnus, J.R., \*Murase, T.M., DeChurch, L.A., & \*Jimenez, M.J. (2010). Coworker Informal Work Accommodations to Family: Scale development and validation. *Educational & Psychological Measurement*, 70, 511-531.
15. DeChurch, L.A., & Zaccaro, S.J. (2010). Teams won't solve this problem. *Human Factors*, 52, 329-334.
16. DeChurch, L.A. & \*Mesmer-Magnus, J.R. (2010). Measuring shared team mental models: A meta-analysis. *Group Dynamics: Theory, Research, and Practice*, 1, 1-14.
17. DeChurch, L.A. & \*Mesmer-Magnus, J.R. (2010). The cognitive underpinnings of effective teamwork: A meta-analysis. *Journal of Applied Psychology*, 95, 32-53.
18. \*Mesmer-Magnus, J.R. & DeChurch, L.A. (2009). Information sharing and team performance: A meta-analysis. *Journal of Applied Psychology*, 94, 535-546.  
**\* Paper written about in popular media sources including the *Globe & Mail* and *HR Executive*, and findings discussed on radio interviews including *National Public Radio*. Recipient of a top twenty poster award at the Society for Industrial & Organizational Psychology 2008 Annual meeting.**
19. DeChurch, L.A. & \*Haas, C. (2008). Examining team planning through an episodic lens: Effects of deliberate, contingency, and reactive planning on effectiveness. *Small Group Research*, 39, 542-568.  
**\*Selected as a finalist for the *Small Group Research* best article of the year award.**

20. DeChurch, L.A., \*Hamilton, K., & \*Haas, C. (2007). Effects of conflict management strategies on perceptions of intragroup conflict. *Group Dynamics: Theory, Research, and Practice*, 11, 66-78.
21. DeChurch, L. A. & Marks, M. A. (2006). Leadership in multiteam systems. *Journal of Applied Psychology*, 91, 311-326.
22. Schriesheim, C. A., Castro, S. L., Zhou, T., & DeChurch, L. A. (2006). An investigation of path-goal and transformational leadership theory predictions at the individual level of analysis. *Leadership Quarterly*, 7, 323-352.
23. Schweitzer, M. E., DeChurch, L. A., & Gibson, D. (2005). Conflict frames and the use of deception: Are competitive negotiators less ethical? *Journal of Applied Social Psychology*, 35, 2123-2149.
24. Marks, M. A., DeChurch, L. A., Mathieu, J. E., Panzer, F. J., & Alonso, A. (2005). Teamwork in multiteam systems. *Journal of Applied Psychology*, 90, 964-971.
25. DeChurch, L. A. & Marks, M. A. (2001). Maximizing the benefits of task conflict: The role of conflict management. *International Journal of Conflict Management*, 12, 1, 5-22.
26. Schweitzer, M. E. & DeChurch, L. A. (2001). Linking frames in negotiations: Gains, losses, and conflict frame adoption. *International Journal of Conflict Management*, 12, 2, 100-113.

**Edited Book**

Zaccaro, S.J., Marks, M.A., & DeChurch, L.A. (2011). *Multiteam systems: An organizational form for dynamic and complex environments*. Taylor & Francis. In the Management & Organization Series.

**Chapters in Edited Volumes**

Carter, D. & DeChurch, L.A. (in press). Leadership in multiteam systems: A network perspective. *Oxford Handbook of Leadership*.

Zaccaro, S.J., & DeChurch, L.A. (2011). Leadership forms and functions in multiteam systems. In S.J. Zaccaro, M.A. Marks, & L.A. DeChurch (eds.), *Multiteam systems: An organizational form for dynamic and complex environments*. Taylor & Francis.

Zaccaro, S.J., Marks, M.A., & DeChurch, L.A. (2011). A theory and taxonomy of multiteam systems. In S.J. Zaccaro, M.A. Marks, & L.A. DeChurch (eds.), *Multiteam systems: An organizational form for dynamic and complex environments*. Taylor & Francis.

Murase, T., Jimenez, M.J., Sanz, E., Resick, C.J., & DeChurch, L.A. (2011). Leadership and collective cognition. In E. Salas, S. Fiore, & M. Letsky (eds.), *Theories of team cognition: Cross-disciplinary perspectives*.

DeChurch, L.A. & Mathieu, J.E. (2009). Thinking in terms of multiteam systems. In E. Salas, G.F. Goodwin, & C.S. Burke (eds.), *Team Effectiveness in Complex Organizations: Cross-disciplinary Perspectives and Approaches*, pp. 267-292. Taylor & Francis: New York.

**Refereed Proceedings Published**

Mesmer-Magnus, J.R., DeChurch, L.A., & Wax, A. (2011). Dissonance matters: Meta-analytic examination of the antecedents and consequences of emotional labor. *Best Paper Proceedings of the Academy of Management*.

Williams, E. A., & DeChurch, L. A. (1998). Research methodology in organizational studies: A ten year follow-up. *Proceedings of the Southern Management Association*.

- Schriesheim, C. A., Castro, S. L., DeChurch, L. A., & Zhou, T. X. (1998). An empirical investigation of the path-goal leadership theory prediction that extrinsic rewards negatively moderate transformational leadership at the individual level of analysis. *Proceedings of the Southern Management Association*.
- Castro, S. L., Schriesheim, C. A., DeChurch, L. A., & Medsker, G. J. (1997). An investigation of augmentation relationships among leader-member exchange, transformational leadership, and transactional leadership. *Proceedings of the Southern Management Association*.
- Schriesheim, C. A., Castro, S. L., Williams, E. A., Medsker, G. J., & DeChurch, L. A. (1997). The validity and reliability of the transformational leadership inventory (TLI): Experimental and field investigations. *Proceedings of the Southern Management Association*.

### **Grants Funded**

#### **Georgia Tech**

- 2013 *Multiteam System Design for Maximizing Scientific, Technological, & Policy Innovation*. National Science Foundation (NSF). DeChurch, L.A. (PI), Zaccaro, S.J. (PI), Kanfer, R. (co-PI). \$600,000.
- 2012 *Research Coordination Network on Leveraging Computational Social Science for Understanding Virtual Organizations (CSSeVOR)*. National Science Foundation (NSF). DeChurch, L.A. (PI), Contractor, N.S. (PI), Walker, B. (Co-PI), & Tofighi, D (Co-PI). \$670,000.
- 2012 *The coevolution of multi-dimensional dynamic networks of multi-team systems related to organization effectiveness: Theory development and empirical tests*. Army Research Institute for the Behavioral and Social Sciences (ARI). Contractor, N. (PI), & DeChurch, L. A. (co-PI). \$864,487.
- 2012 *Bridging the great divide*. DeChurch, L.A., Essens, P., & Rico, R. European Association of Work and Organizational Psychology, Small Working Group Meeting. €3,500.
- 2011 *CAREER: Leadership for Virtual Organizational Effectiveness*. National Science Foundation (NSF) Early Career Award. DeChurch, L. A. (PI). \$425,000.
- 2011 *Innovate Against Time: Drivers and Mechanisms of Knowledge Innovation*. National Science Foundation (NSF). DeChurch, L. A. (PI), Zaccaro, S.J. (Co-PI), & Fiore, S.J. (Co-PI). \$415,000.

#### **University of Central Florida**

- 2011 *Knowledge Innovation in Scientific Teams*. DeChurch, L.A. (PI). University of Central Florida Foundation In-House Research Grant. \$7,500.
- 2010 *Examining Leadership Processes in Complex Network Environments*. Army Research Institute for the Behavioral and Social Sciences (ARI). DeChurch, L. A. (PI), Burke, C. S. (Co-PI), & Resick, C. J. (Co-PI). \$20,000.
- 2010 *Collaboration in Virtual Organizations: A Network Perspective*. DeChurch, L.A. (PI). University of Central Florida Foundation In-House Research Grant. \$7,500.
- 2009 *VOSS: Building Functionally Collaborative Infrastructure in Multiteam Systems*. National Science Foundation (NSF). DeChurch, L. A. (PI), Kapucu, N. (Co-PI), Burke, C. S. (Co-PI), & Salas, E. (Co-PI). \$400,000.
- 2009 *Examining Leadership Processes in Complex Network Environments*. Army Research Institute for the Behavioral and Social Sciences (ARI). DeChurch, L. A. (PI), Burke, C. S. (Co-PI), & Resick, C. J. (Co-PI). \$150,149.

- 2008 *Towards Building an Understanding of Multiteam System Effectiveness: The Development of a Theory and Program of Research.* Salas, E. (PI), Burke, C. S. (Co-PI), & DeChurch, L. A. (Co-PI). \$157,100.
- 2008 *Examining Leadership Processes in Complex Network Environments.* Army Research Institute for the Behavioral and Social Sciences (ARI). DeChurch, L. A. (PI), Burke, C. S. (Co-PI), & Resick, C. J. (Co-PI). \$155,167.
- 2008 *Modes of Coordination in Multiteam Systems: A Historiometric Analysis.* University of Central Florida Foundation In-House Research Grant. DeChurch, L. A. (PI), & Burke, C. S. (Co-PI). \$7,500.
- 2007 *Towards Building an Understanding of Multiteam System Effectiveness: The Development of a Theory and Program of Research.* Salas, E. (PI), Burke, C. S. (Co-PI), & DeChurch, L. A. (Co-PI). \$180,000.

### **Florida International University**

- 2005 *The Next Frontier of Leadership Research: Leading Multiteam Systems.* Florida International University Foundation Research Grant. DeChurch, L. A. (PI). \$3,500.

### **Select Applied Experience**

**Keep Winter Park Beautiful**, (2009 – 2011) Board Member.

**Florida International University Center for Leadership**, (2009-2013) Consultant for top level executives in the “Leading Decisions” Executive Development program; Designed and delivered learning modules on “Leading Teams” and “Leading through Networks” for the High Potential Leader program.

**Beckman Coulter**, (2009, 2008) Designed and delivered a 2-day Executive Education program on “Leading Teams”

**AT&T**, (2007-2008) Consultant for a workforce leadership and motivation improvement development program for mid-level managers

### **Refereed Presentations**

Contractor, N.S., DeChurch, L.A., Newman, D., & Carson, J. (2013, July). *A multilevel framework for using hypergraphs to understand team ecosystems.* In D. Carter (chair), Teams on the hyper-edge: Using hypergraph network methodology to understand teams. Symposium conducted at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.

Zhu, M., Contractor, N.S., & DeChurch, L.A. (2013, July). *Impact of team hyperedge structures on performance.* In D. Carter (chair), Teams on the hyper-edge: Using hypergraph network methodology to understand teams. Symposium conducted at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.

Lungeanu, A., Contractor, N.S., Carter, D., & DeChurch, L.A. (2013, July). *A hypergraph approach to understanding the assembly of scientific research teams.* In D. Carter (chair), Teams on the hyper-edge: Using hypergraph network methodology to understand teams. Symposium conducted at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.

Sullivan, S., Lungeanu, A., DeChurch, L.A., & Contractor, N.S. (2013, June). *Leading innovation over space and time.* Paper presented at the ARS'13, Rome, Italy.

- 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.
- DeChurch, L. A., Asencio, R., Murase, T., Zaccaro, S. J. (2013, May). *The influence of embeddedness in multiple contexts on shared MTS cognition*. Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Hamburg, Germany.
- Asencio, R., Murase, T., DeChurch, L. A., Chollet, B., & Zaccaro, S. J. (2013, April). Innovation in cross-functional multiteam Systems. In G. DiRosa & L. A. DeChurch, *The meaning and measurement of entitativity in complex organizational forms*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX
- 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.
- DeChurch, L. A., Murase, T., Chollet, B., Asencio, R., Zaccaro, S. J. (2013, February). Managing multiple embeddedness and the development of shared cognition in multiteam systems. Poster presented at the Organization Science Winter Conference, Steamboat Springs, CO.
- Carter, N., Carter, D., DeChurch, L.A., Jimenez, U., Doty, D. (2012, August). *IRT-Based evidence of team construct measurement quality and emergence*. In N. Carter & D. Carter (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications*. Symposium conducted at the Academy of Management Annual Conference, Boston, MA.
- Ascencio-Hodge, R., DeChurch, L.A., Mesmer-Magnus, J.R., Kanfer, R., Seely, P., Wax, A., Cooke, E. (2012, August). *Advancing theory on team motivation: A meta analysis*. In R. Kanfer & G. Chen (Co-Chairs), *New developments in motivating teams*. Symposium conducted at the Academy of Management Annual Conference, Boston, MA.
- Carter, D., DeChurch, L.A., Zaccaro, S. (2012, August). *Emergent leadership network structures in global virtual teams: Impact on innovation*. In K. Bartol & E.M. Campbell-Bush (Co-Chairs), *Advances in highly virtual teams: Key composition, leadership, and shared process components*. Symposium conducted at the Academy of Management Annual Conference, Boston, MA.
- Murase, T., DeChurch, L.A., Darling, B., Ramsay, S. (2012, August). *Measuring behavioral process of complex teams under compilational models*. In N. Carter & D. Carter (Co-Chairs), *Aligning team measurement practice with theory through novel analytic applications*. Symposium conducted at the Academy of Management Annual Conference, Boston, MA.
- Resick, C., Murase, T., DeChurch, L.A., Doty, D., Kwan, H.K, Shao, P.T. (2012, August). *Member personality, social-cognitive motivation, and team effectiveness*. In R. Kanfer & G. Chen (Co-Chairs), *New developments in motivating teams*. Symposium conducted at the Academy of Management Annual Conference, Boston, MA.
- DeChurch, L.A., Carter, D., Asencio-Hodge, R., Fiore, S., Contractor, N., Zaccaro, S. (2012, July). *Bridging boundaries towards collaborative team science*. Panel conducted at the 7th Annual Conference for the Interdisciplinary Network for Groups Research, Chicago, IL.
- DeCostanza, A., Goodwin, J., Estrada, A.X., Thayer, A., Salas, E., DeChurch, L.A., Contractor, N., Kozlowski, S., Tesluk, S. (2012, July). *Beyond the small group: Cohesion in complex teams*. Panel conducted at the 7<sup>th</sup> Annual Conference for the Interdisciplinary Network for Groups Research, Chicago, IL.
- DeChurch, L.A., Chollet, B., Fiore, S.M., Mangematin, V., Zaccaro, S.J., & Rico, R. (2012, June). *Scientific*

*collaboration and innovation in multiteam systems*. Symposium conducted at the European Academy of Management Annual Meeting, Rotterdam, Netherlands.

DeChurch, L.A., Contractor, N.S., Murase, T., & Wax, A. (2012, May). *Origins and consequences of relational pluralism in multiteam systems*. Paper presented at the International Communication Association Annual Meeting, Phoenix, AZ.

Contractor, N.S. & DeChurch, L.A. (2012, April). *Leveraging digital trace technologies to understand network dynamics in teams*. In J.F. Goodwin & A.H. DeCostanza (Co-Chairs), Get out of the way! Unobtrusive measures of team constructs. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

Carter, D., & DeChurch, L.A. (2012, April). *MTS leadership from a network perspective*. In L.A. DeChurch, & D. Carter, (Co-Chairs), The power of collaboration: Investigations of multiteam systems. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

DeChurch, L.A., Zaccaro, S.J., Carter, D., Asencio-Hodge, R., Seely, P.W., Wax, A.M., Chen, T.R., McCausland, T.C. (2012, April). *Development of coordination norms in multiteam systems*. In L.A. DeChurch, & D. Carter, (Co-Chairs), The power of collaboration: Investigations of multiteam systems. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

Wax, A., DeChurch, L.A., Murase, T., & Contractor, N.S. (2012, April). *Dissecting complex team processes using network analysis*. In A. Wax & D. A. Harrison (Co-Chairs), Teams and Networks. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

Seely, P., Wax, A., DeChurch, L.A., & Murase, T. (2012, April). *Impact of follower personality on perceived leader charisma*. In D. Joseph (Chair), Leadership and big five personality. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

Jimenez, M.J., DeChurch, L.A., Remy-Lewis, C., & Morgan, E. (2012, April). *Information sharing and shared cognition in virtual multiteam systems*. In P. W. Seely, J.R. Mesmer-Magnus, & Jimenez, M.J. (Co-Chairs), Virtual organizational effectiveness. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

Mesmer-Magnus, J.R., Seely, P.W., DeChurch, L.A., Asencio-Hodge, R. (2012, April). *How virtuality alters the determinants of team effectiveness: A Meta-Analysis*. In P. W. Seely, J.R. Mesmer-Magnus, & Jimenez, M.J. (Co-Chairs), Virtual organizational effectiveness. Symposium conducted at the 27th Annual Conference for the Society for Industrial and Organizational Psychology, San Diego, IL.

DeChurch, L.A., Kozlowski, S.W.J., & Gray, B. (2012, April). *Leading team science*. Panel conducted at the annual meeting of the Science of Team Science, Chicago, IL.

Chollet, B., Carter, D., Asencio-Hodge, R., & DeChurch, L.A. (2012, March). *Networking the competition: how inter-project networks improve innovation performance*. Paper to be presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Redondo Beach, CA.

Contractor, N.S., DeChurch, L.A., Carson, J., & Sullivan, S. (2012, March). *On the "hyper" edge: A multilevel framework for using hypergraphs to understand collectives*. Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Redondo Beach, CA.

Zhu, M., Wax, A., DeChurch, L.A., & Contractor, N.S. (2012, March). *Teamwork at the "hyper" edge: Impact of team hyperedge structures on performance*. Paper presented at the International Network for Social

Network Analysis Annual Meeting (Sunbelt), Redondo Beach, CA.

DeChurch, L.A., Carter, D., Zaccaro, S.J., Chollet, B., McCausland, T., & Holland, S. (2012, March). *Innovate against time: Leadership structures in multiteam systems*. Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Redondo Beach, CA.

DeChurch, L.A., McCausland, T., Wax, A., Holland, S., Chollet, B., & Zaccaro, S. (2012, February). *At the intersection of formal organizations and social networks: networks formation and change in global multiteam systems*. Poster presented at the Organization Science Winter Conference, Steamboat Springs, CO.

Mesmer-Magnus, J.R., DeChurch, L.A., & Wax, A. (2011, August). *Dissonance matters: Meta-analytic examination of the antecedents and consequences of emotional labor*. Paper presented at the Academy of Management Annual Conference, San Antonio, TX.

DeChurch, L.A., Mesmer-Magnus, J.R., Seely, P., Murase, T., & Cooke, E. (2011, August). *The impact of virtuality on team effectiveness: A meta-analytic integration*. In L.A. DeChurch, & S. Winter (Co-Chairs), *Enabling West to Meet East: Dynamics of Virtual Organizations*. Symposium conducted at the Academy of Management Annual Conference, San Antonio, TX.

Fiore, S.M., DeChurch, L.A., Keyton, J., Contractor, N., & Falk-Krzesinski, H. (2011, July). *Developing team research to understand and improve team science*. Panel presented at the 6th Annual Conference for the Interdisciplinary Network for Groups Research, Minneapolis, MN.

DeChurch, L.A., Seely, P., & Mesmer-Magnus, J.R. (2011, July). *Multilevel effects of social identification in organizations: A meta-analysis*. In L.A. DeChurch, *Teamwork in Virtual Organizations*. Symposium conducted at the 6th Annual Conference for the Interdisciplinary Network for Groups Research, Minneapolis, MN.

DeChurch, L.A., Murase, T., & Doty, D. (2011, May). *Multiteam system effectiveness: Leadership, communication, and trust within and between teams*. In R. Rico & L.A. DeChurch, *Multiteam systems processes and effectiveness: A new era for teams research*. Symposium conducted at the European Association of Work and Organizational Psychology Congress, Maastricht, Netherlands.

Rico, R. & DeChurch, L.A. (2011, May). *A multilevel model of multiteam performance*. In R. Rico & L.A. DeChurch, *Multiteam systems processes and effectiveness: A new era for teams research*. Symposium conducted at the European Association of Work and Organizational Psychology Congress, Maastricht, Netherlands.

DeChurch, L.A., Doty, D., Contractor, N., Poole, S., & Balkundi, P. (2011, April). *Examining multilevel organizational phenomena through social network analysis*. Panel presented at the 26th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Murase, T, Doty, D., DeChurch, L. A., & Lugo, C. (2011, April). *Toward a taxonomy of multiteam perspectives*. In Park, G, DeShon, R. P (Co-Chairs), *Managing multiteam system: Theoretical and empirical advances*. Symposium conducted at the 26th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Seely, P., Murase, T., DeChurch, L. A., Mesmer-Magnus, L, & Cooke, E. (2011, April). *The impact of virtuality on team effectiveness: A meta-analytic integration*. In Mesmer-Magnus, J., & Seely, P. (Co-Chairs), *Virtual organizational effectiveness*. Symposium conducted at the 26th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.



- Lyons, R., Shuffler, M., DeChurch, L., Morgeson, F., Uhl-Bien, M., Den Hartog, D., Hiller, N., & Connaughton, S. (2011, April). *Understanding the implications of modern organizational changes for team leadership*. Panel presented at the 26th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Burke, C. S., DiazGranados D., DeChurch, L. A., Salas, E. (2011, April). *Looking at goal conflict in multiteam systems: An empirical investigation*. In Park, G., DeShon, R. (Co-Chairs), *Managing multiteam systems: Theoretical and empirical advances*. Symposium conducted at the 26th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Seely, P.W., DeChurch, L.A., & Mesmer-Magnus, J.L. (2011, April). Social identity in science teams. Poster presented at the 2<sup>nd</sup> Annual Conference for the Science of Team Science, Chicago, IL.
- Murase, T., & DeChurch, L.A. (2011, April). Leadership arrangement in science teams. Poster presented at the 2<sup>nd</sup> Annual Conference for the Science of Team Science, Chicago, IL.
- Wax, A., Huang, M., DeChurch, L.A., & Contractor, N. (2011, February). *Impact of team faultlines on socio-cognitive networks and team performance*. Paper presented at the 31st Annual Conference for the International Network of Social Network Analysis, St. Petersburg, FL.
- Murase, T., & DeChurch, L. A. (2011, February). *Bringing the actor back into the network: Examining the relative validity of actor attribute-adjusted networks on team performance*. Paper presented at the 31st Annual Conference for the International Network of Social Network Analysis, St. Petersburg, FL.
- Doty, D., Murase, T., & DeChurch, L.A. (2011, February). The rise and fall of leaders in leadership: A network perspective. Paper presented at the 31st Annual Conference for the International Network of Social Network Analysis, St. Petersburg, FL.
- DeChurch, L.A., Doty, D., Murase, T., Jimenez, M., Seely, P., & Sanz, P. (2011, February). *Collaboration within and across teams: Leadership forms and network structures*. Paper presented at the 31st Annual Conference for the International Network of Social Network Analysis, St. Petersburg, FL.
- Doty, D., Murase, T., & DeChurch, L.A. (2010, August). *Structural changes in multiteam systems: Examining team dynamics with a network analytic perspective*. Paper presented at the meeting of the Academy of Management, Montreal, Canada.
- DeChurch, L.A., Hiller, N.J., Murase, T., & Doty, D. (2010, August). *Leadership across Levels: A Twenty-Year Review*. Paper presented at the meeting of the Academy of Management, Montreal, Canada.
- DeChurch, L.A., Resick, C.J., & Doty, D. (2010, June). *Structural changes in multiteam systems*. Paper presented at the meeting of the International Network for Social Network Analysis, Trento, Italy.
- DeChurch, L.A. (2010, June). Building a Program of Research: Quantitative Methods. *In Postdoctoral and Early Career Scholars Pre-colloquium Workshop*. European Group for Organizational Studies (EGOS) Colloquium. Lisbon, Portugal.
- DeChurch, L.A., Mesmer-Magnus, J.R., Wildman, J., Shuffler, M., & Jimenez, M.J. (2010, April). *Teams in Virtual Organizations: A Meta-Analysis*. Poster presented at the Inaugural Science of Team Science Conference. Chicago, IL.
- DeChurch, L.A. & Mohammed, S. (Co-Chairs). (2010, April). *Forging the Way Forward for Team Mental Model Research*. Panel discussion conducted at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Benishek, L., Resick, C.J., DeChurch, L.A., Jiménez, M., Sanz, E.J., Le, H., & Salas, E. (2010, April). Leader-Team Congruence, Information Exchange, and Multi-Team System Performance. In C.J. Resick & D.A. Doty, *Current Perspectives on Leadership in Collective Work Arrangements*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- DeChurch, L.A., Resick, C.J., Doty, D.A., Murase, T., Jiménez, M., Mathieu, J.E., & Burke, C.S. (2010, April). Examining Leadership in Complex Network Environments. In L.A. DeChurch, *Multiteam Imperatives for Leadership and Organization*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Doty, D.A., Seely, P.W., Murase, T., DeChurch, L.A., & Hiller, N.J. (2010). Leadership and emergence in organizations: A meta-analysis. In C.J. Resick & D.A. Doty, *Current Perspectives on Leadership in Collective Work Arrangements*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mesmer-Magnus, J.R., Wildman, J., DeChurch, L., Shuffler-Porter, M., & Jiménez, M. (2010, April). The role of virtuality in team information sharing. In J.R. Mesmer-Magnus & M. Burnett, *Information Sharing in Teams and Multi-Team Systems*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Rico, R. & DeChurch, L.A. (2010, April). A Multilevel Model of Multiteam Performance. In L.A. DeChurch, *Multiteam Imperatives for Leadership and Organization*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- DeChurch, L.A. (2010, April). Panelist, In L.A. DeChurch (Chair), *Forging the Way Forward for Team Mental Model Research*, Panel discussion conducted at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Atlanta, GA.
- DeChurch, L.A., Resick, C.J., & Murase, T. (2009, November). *Team decision making in uncertain environments: strategic consensus, collective leadership, and elaboration of information*. Paper presented at Management & Social Networks Conference, Annecy, France.
- DeChurch, L.A., Hiller, N.J., & Murase, T. (2009, August). *The inferential capacity of leadership research: A 20-year review*. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Hiller, N.J., DeChurch, L.A., Murase, T., & Doty, D. (2009, August). *Does leadership matter? Examining the criterion space of 20 years of leadership research*. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Mesmer-Magnus, J.R., DeChurch, L.A., Doty, D., Xavier, L., & Wright, N. (2009, August). *Managing conflict in teams: A meta-analysis*. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- DeChurch, L. A., Burke, S. & Salas (2009, July). A multiteam perspective: Coordination within and across teams. In R. Rico, *New trends in team coordination*. Symposium conducted at the meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.
- Bedwell, W., Sanz, E., Resick, C., DeChurch, L.A., Murase, T., & Jimenez, M. (2009, July). Strategic mental model consensus and adaptation in decision-making teams. In *Team cognition*. Symposium conducted at the meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.
- Shuffler, M. S., Jimenez, M. Wildman, J., DeChurch, LA., & Mesmer-Magnus. (2009, July). Information sharing and team effectiveness: The role of communication medium. Poster session conducted at the meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.

- Xavier, L., Doty, D., Wright, N., DeChurch, L.A., & Mesmer-Magnus, J.R. (2009, July). Managing conflict in teams: A meta-analysis. Poster session conducted at the meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.
- DeChurch, L.A., & Mesmer-Magnus, J.R. (2009, April). *Moving beyond metaphors: Meta-analytic integration of the team cognition construct*. Poster session conducted at the meeting of the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- DeChurch, L.A., Zaccaro, S.J., & Marks, M. (2009, April). Multiteam systems: A taxonomy and theoretical refinement. In L.A. DeChurch & C. S. Burke, *Multiteam systems: Exploring and emerging organizational form*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Doty, D., Murase, T.M., Wooten, S., DeChurch, L.A., & Mathieu, J.E. (2009, April). *Modeling multiteam dynamics: Using SURREALISM to investigate complex interteam interactions*. In L.A. DeChurch & C. S. Burke, *Multiteam systems: Exploring and emerging organizational form*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Resick, C.J., DeChurch, L.A., Randall, K., Murase, T.M., & Jimenez, M.J. (2009, April). Elaboration of information and team decision-making effectiveness in uncertain environments. In C.J. Resick & J.R. Mesmer-Magnus, *Information utilization in work teams*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Mesmer-Magnus, J.R., DeChurch, L.A., & Doty, D. (2009, April). Information sharing and team effectiveness: The role of communication medium. In C.J. Resick & J.R. Mesmer-Magnus, *Information utilization in work teams*. Symposium accepted for presentation at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Wooten, S., Doty, D., Murase, T., Burke, C.S., DeChurch, L.A., & Pierce, L. (2009, April). A taxonomy of platforms for MTS research: A critical review. In W. Bedwell & F.J. Panzer, *Research on teams and multiteam systems: Selecting game-based research platforms*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- DeChurch, L.A., & Mesmer-Magnus, J.R. (2008, August). *A meta-analytic examination of the cognitive underpinnings of effective teamwork*. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
- Murase, T., Jimenez, M., Randall, K. R., Resick, C. J., & DeChurch, L. A. (2008, August). Personality, values, and team effectiveness: Examining the role of cognitive motivation. In K. M. Ryan & S. J. Zaccaro, *The State of Teamwork: Team Processes and Emergent States in the Motivation of Today's Teams*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.
- Resick, C. J., DeChurch, L. A., Murase, T., Jimenez, M., & Randall, K. K. (2008, July). *The motivational bases of effective teamwork*. Paper presented at the meeting of the Interdisciplinary Network for Group Research, Kansas City, MO.
- Lyons, R., Jimenez, M., Burke, C. S., DeChurch, L., Salas, E., & Goodwin, J. (2008, July). *Understanding the coordinative mechanisms in multiteam systems: A historiometric analysis*. Poster session conducted at the meeting of the Interdisciplinary Network for Group Research, Kansas City, MO.
- Burke, C.S., DeChurch, L.A., Salas, E., & Goodwin, G.F. (2008, April). Modes of coordination in multiteam systems. In G. Grote & Roe (Chairs), *Team coordination in high-risk environments*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

- DeChurch, L.A. & Marks, M.A. (2008, April). Leader mental models and multiteam system effectiveness. In L. A. DeChurch & M. A. Marks (Chairs), *Leading the team, and above*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Mesmer-Magnus, J.R. & DeChurch, L.A. (2008, April). *Information sharing and group effectiveness: A meta-analysis*. Featured poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Mesmer-Magnus, J.R., Murase, T., DeChurch, L.A., & Jimenez, M. (2008, April). *Coworker informal work accommodations to family: Scale development and validation*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Goodwin, G., Rentsch, J., DeChurch, L., Salas, E., Burke, C., Slaughter, A., Mohammed, S., Pritchard, R., Dorsey, D., & Kozlowski, S. (2008, April). *Frontier series: Team effectiveness in complex organizations: Cross-disciplinary perspectives and approaches*. Panel presentation conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- DeChurch, L. A., & Resick, C. J. (2007, August). Leader sense-giving and team adaptability to crisis. In S. W. J. Kozlowski (Chair), *Leadership: Learning, Development, and Adaptation*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.
- DeChurch, L.A. & Fu, L.C. (2007, April). *Leadership research methodology: The state of the science*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- DeChurch, L.A. & Mesmer-Magnus, J.R. (2007, April). The impact of measurement practices on team cognition-team outcome relationships: A meta-analysis. In C.S. Burke (Chair), *Shared Cognition: Delving into Metrics*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Resick, C.J., DeChurch, L.A., Murase, T., Jimenez, M., Headley, G., & Perdikohiannis, S. (2007, April). Strategic mental model consensus and adaptation in decision-making teams. In C.S. Burke (Chair), *Shared Cognition: Delving into Metrics*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Berger, C., Atamanik-Dunphy, C., DeChurch, L.A., Resick, C.J., Whitman, D., et al. (2007, April). The impact of cross-training on team adaptability. In J. R. Mesmer-Magnus & C. Viswesvaran (Chairs), *Promoting individual and team adaptability through training*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Randall, K.K., Murase, T., Resick, C.J., & DeChurch, L.A. (2007, April). *Personality and teamwork: Cognitive motivation as a multi-level linking mechanism*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- DeChurch, L. A. (August, 2006). Defining the challenge of leadership in multiteam systems. In L. A. DeChurch & C. J. Resick (Chairs), *New directions in team leadership research*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.
- DeChurch, L. A., & Resick, C. J. (July, 2006). *Task interdependence in multiteam systems: Examining differences in critical leader functions*. Paper presented at the meeting of the Interdisciplinary Network for Group Research, Pittsburg, PA.
- Resick, C. J., Randall, K. R., & DeChurch, L. A. (July, 2006). *Personality and intrateam relations: Examining the mediating role of motivation*. Poster session conducted at the meeting of the Interdisciplinary Network for Group Research, Pittsburg, PA.

- Randall, K., Resick, C. J., & DeChurch, L. A. (2006, May). Teamwork in turbulent environments: What factors enable teams to adapt? In C. J. Resick & L. A. DeChurch (Chairs), *Team adaptation to environmental forces: Current research and theory*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Mesmer-Magnus, J. & DeChurch, L. A. (2006, May). A meta-analytic examination of information sharing in work teams. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Mesmer-Magnus, J. R., Lopez, J. A., DeChurch, L. A., Jimenez, M., Hyman, G., Keith, D., & Leon, M. (2005, April). *The softer side of teams: Team based work and the work-family interface*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- DeChurch, L. A., & Keith, D. (2004, August). *Conflict management processes and team success: A meta-analysis*. Paper presented at the meeting of the Academy of Management, New Orleans, LA.
- DeChurch, L. A., & Hamilton, K. (2004, August). *Effects of conflict management strategies on misperceptions of group conflict*. Paper presented at the meeting of the Academy of Management, New Orleans, LA.
- DeChurch, L. A., Marks, M. A., & Panzer, F. J. (2004, August). *Multi-team system effectiveness: Mental models, conflict, and coordination*. Paper presented at the meeting of the Academy of Management, New Orleans, LA.
- DeChurch, L. A., Haas, C., Alonso, A., Gregory, P. J., & Batista, L. C. (2004, April). *On the hunt for teamwork: The role of planning processes*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Marks, M. A., DeChurch, L. A., & Alonso, A. (2003, August). Managing to succeed: A temporal study of relations among team conflict, conflict management, and team effectiveness. In S. S. Webber (Chair), *Longitudinal examinations of team processes and trust*. Symposium conducted at the meeting of the Academy of Management, Seattle, WA.
- DeChurch, L. A. (April, 2003). Teams leading teams: An experimental investigation of leadership in multi-team systems. In J. E. Mathieu (Chair), *Investigations of multi-team systems*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Marks, M. A., DeChurch, L. A., Mathieu, J. E., Panzer, F. J., & Alonso, A. (2003, April.) The importance of goal hierarchies and teamwork processes for multi-team effectiveness. In J. E. Mathieu (Chair), *Investigations of multi-team systems*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Panzer, F. J., Marks, M. A., & DeChurch, L. A. (2003, April). *Diversity in action teams*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Marks, M.A., Panzer, F.J., Alonso, A., & DeChurch, L.A. (2002, August). Diversity in member ability as a predictor of teamwork processes and outcomes. In J. Mathieu (Chair), *Examining the impact of multiple forms of diversity on team outcomes over time: Team diversity and performance*. Symposium conducted the meeting of the Academy of Management, Denver, CO.
- Panzer, F. J., Marks, M. A., DeChurch, L. A., Brown, K., & Nguyen, A. (2001, April). Monitoring Training: An examination of the effects of training monitoring skills on team performance. In S. Zaccaro (Chair), *Leadership and Team Adaptation: Examining attributes and training strategies that promote effective performance in dynamic environments*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

- DeChurch, L. A., & Marks, M. A. (2000, August). The effects of group conflict handling on group conflict - group outcome relationships. Paper presented at the meeting of the Academy of Management, Toronto, ON, Canada.
- DeChurch, L. A., & Schweitzer, M. E. (2000, April). *Linking frames in negotiations: Gains, losses, and conflict frame adoption*. Poster session conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Brown, K. W., DeChurch, L. A., Panzer, F. J., Ramsingh, J., & Marks, M. A. (2000, June). *Self, peer, and collective efficacy in work teams*. Paper presented at the meeting of the American Psychological Society, Miami, FL.
- Williams, E. A., & DeChurch, L. A. (1998, November). *Research methodology in organizational studies: A ten year follow-up*. Paper presented at the meeting of the Southern Management Association, New Orleans, LA.
- Castro, S. L., Schriesheim, C. A., DeChurch, L. A., & Zhou, T. X. (1998, November). *An empirical investigation of the path-goal leadership theory prediction that extrinsic rewards negatively moderate transformational leadership at the individual level of analysis*. Paper presented at the meeting of the Southern Management Association, New Orleans, LA.
- Castro, S. L., Schriesheim, C. A., DeChurch, L. A., & Medsker, G. J. (1997, November). *An investigation of augmentation relationships among leader-member exchange, transformational leadership, and transactional leadership*. Paper presented at the meeting of the Southern Management Association, Atlanta, GA.
- Schriesheim, C. A., Castro, S. L., Williams, E. A., Medsker, G. J., & DeChurch, L. A. (1997, November). *The validity and reliability of the transformational leadership inventory (TLI): Experimental and field investigations*. Paper presented at the meeting of the Southern Management Association, Atlanta, GA.
- DeChurch, L. A., Castro, S. L., Coglisier, C. L., & Schriesheim, C. A. (1997, August). *Current practices in confirmatory factor analysis and structural equations modeling*. Symposium presented at the meeting of the Academy of Management, Boston, MA.

#### **Invited Talks**

- DeChurch, L.A., & Zaccaro, S.J. (2013, July). *Confluent and countervailing forces in multiteam systems*. Invited to present a paper commissioned by the National Academy of Sciences. Paper presented at the Workshop on Team Dynamics and Effectiveness, National Academies, Washington DC.
- DeChurch, L.A., Zaccaro, S.J., Asencio, R., Murase, T., & Chollet, B. (2013, May). *Countervailing forces in multiteam systems*. Invited presentation at the Personnel and Human Resources Research Group Meeting, Pittsburg, PA.
- DeChurch, L.A., & Contractor, N.S. (2013, April). *Understanding and enabling the collective capabilities of teams*. Invited presentation at the Workshop on Advances in Measuring Individual and Collective Capabilities, National Academies, Washington DC.
- DeChurch, L.A. (2013, March). *The ties that lead teams: Theoretical, simulation, and experimental advances in collective leadership*. Invited colloquium in the Department of Management at the University of Connecticut.
- DeChurch, L.A., Carter, D., & Zaccaro, S.J. (2012, October). *Leading innovation in multiteam systems*. EAWOP Small Group Meeting on Multiteam Systems, Varenna, Italy.
- DeChurch, L.A., Murase, T., Asencio, R., Chollet, B., & Zaccaro, S. (2012, September). *From forming to performing: Relational drivers of innovation in scientific multiteam systems*. Science of Science and

Innovation Policy Principal Investigators' Workshop at the National Academies of Science, Washington DC.

DeChurch, L.A. (2012, September). *Communication & innovation in multiteam systems*. Invited talk in the Management Information Systems Department at the University of Georgia.

DeChurch, L.A., Chollet, B., Asencio-Hodge, R., Murase, T., & Zaccaro, S.J. (2012, August). *Multidisciplinary multiteam systems*. The science of teams and science in teams. (Organizational Behavior Division, Professional Development Workshop). Presentation made at the Academy of Management Annual Meeting, Boston, MA.

DeChurch, L.A., Wax, A., McCausland, T., Holland, S., Chollet, B., & Zaccaro, S. (2012, May). *Innovating within and across teams, through time and space: A multiteam-network perspective*. Invited talk at the American Psychological Society Annual Meeting, Chicago, IL.

DeChurch, L.A., Gray, B., Kozlowski, S. (2012, April). *Leading team science: A multiteam perspective*. Invited presentation at the Science of Team Science Annual Conference, Chicago, IL.

DeChurch, L.A. (2011, April). *Network analytic insights into multiteam systems*. Invited talk at the DC Area Teams Conference. Arlington, VA.

DeChurch, L.A. (2011, April). *The social structure of team science: Insights from multiteam systems thinking*. Invited presentation at the Science of Team Science Annual Conference, Chicago, IL.

DeChurch, L.A. (2010, November). *Virtual organizations as socio-technical systems*. Invited presentation at SONIC (Science of Networks in Communities), Northwestern University webcast with University of Southern California, Evanston, IL.

DeChurch, L.A. (2010, November). *Collaboration within and across teams*. Invited presentation at SONIC (Science of Networks in Communities), Northwestern University, Evanston, IL.

DeChurch, L.A. (2010, October). *Architecting successful MTSS: Designing collaboration-enabling leadership and communication network structures*. Invited presentation at NATO Workshop on Collaboration in a Comprehensive Approach to Operations, Toronto, Canada.

Hiller, N.J. & DeChurch, L.A. (2010, May). *A quarter century of leadership science*. Invited address at the American Psychological Society Annual Meeting, Boston, MA.

DeChurch, L.A. (2010, February). *Multiteam systems: An organizational form for complex, dynamic environments*. Invited presentation at the College of Public Administration, University of Central Florida, Orlando, FL.

DeChurch, L.A. (2009, November). *Multiteam systems: An organizational form for complex, dynamic environments*. Invited presentation at Grenoble Ecole de Management, Grenoble, France.

DeChurch, L.A. (2009, October). *Leadership in team-based organizations*. Invited presentation in the Department of Psychology at the University of South Florida, FL.

DeChurch, L.A. (2009, May). *The role of leaders in shaping cognition in teams and teams-of-teams*. Invited presentation at the LeBow College of Business, Drexel University, Philadelphia, PA.

DeChurch, L.A. (2008, October). *Leadership and collective cognition*. Invited presentation at the workshop, "Developing multi-disciplinary theories and frameworks of shared cognition," conducted by the Office of Naval Research & UCF Institute for Simulation & Training, Orlando, FL.

- DeChurch, L.A. (2008, October). *The role of leaders in shaping cognition in teams and teams-of-teams*. Invited presentation at the Florida International University Management and International Business Department Seminar Series, Miami, FL.
- DeChurch, L.A. (2008, June). *Thinking in terms of multiteam systems*. Invited presentation at the workshop, "Multiteam systems," conducted by the Army Research Institute & UCF Institute for Simulation & Training, Orlando, FL.
- DeChurch, L.A. (2008, April). *Leadership in team-based organizations*. Invited presentation at the University of Central Florida Department of Management, Orlando, FL.
- DeChurch, L.A. (2006, November). *A framework for investigating multiteam systems*. Invited presentation at the workshop, "Leadership Commander's Intent and Operational Readiness in Net-Centric Operations," conducted by the Army Research Institute & UCF Institute for Simulation & Training, Orlando, FL.
- DeChurch, L.A. (2005, July). *Implications of multiteam systems research for network-centric warfare*. Invited presentation at the workshop, "Leadership Commander's Intent and Operational Readiness in Net-Centric Operations," conducted by the Army Research Institute & UCF Institute for Simulation & Training, Orlando, FL.
- DeChurch, L.A. (2004, December). *Thinking in terms of multiteam systems*. Invited presentation at the workshop, "New Frontiers in Team Effectiveness Research," conducted by the Army Research Institute & UCF Institute for Simulation & Training, Orlando, FL.
- DeChurch, L.A. (2000, August). A workshop on using within-and between-entities analysis (WABA) for examining level of analysis hypotheses (Research Methods Division, Professional Development Workshop). Presentation made at the Academy of Management Annual Meeting, Toronto, ON, Canada.
- DeChurch, L.A. (1999, August). A workshop on using within-and between-entities analysis (WABA) for examining level of analysis hypotheses (Research Methods Division, Professional Development Workshop). Presentation made at the Academy of Management Annual Meeting, Chicago, IL.
- DeChurch, L.A. (1998, November). A workshop on using within-and between-entities analysis (WABA) for examining level of analysis hypotheses (Research Methods Division, Professional Development Workshop). Presentation made at the Southern Management Association Annual Meeting, New Orleans, LA.

### **Professional Service Activities**

#### National Research Council

- Committee Member on the Context of Military Environments Study (2013-present)
- Invited Presenter at Human Abilities Study Workshop (2013, April)
- Invited Presenter at the Team Science Study Workshop (2013, July)

#### Editorial Board Member

- Journal of Applied Psychology
- Small Group Research
- Journal of Business and Psychology
- Journal of Organizational and Occupational Psychology

#### Professional Leadership Roles

- Interdisciplinary Network for Group Research (INGRoup), Board Member (2011-present)
- Science of Team Science, Board Member (2010-present)
- INGRoup 2013 Local Arrangements Chair

#### Funding Review



Panelist and Ad Hoc Reviewer for the National Science Foundation  
Panelist for NASA's Crew Health Program

Ad Hoc Reviewer

Organization Science  
Organizational Behavior & Human Decision Processes  
Journal of Management  
Journal of Experimental Psychology: Applied  
Applied Psychology: An International Review  
Human Factors  
International Journal of Selection and Assessment  
International Journal of Conflict Management  
Research in International Business and International Relations

Society for Industrial and Organizational Psychology (SIOP)

Awards Committee (2006-2009)  
Program Committee (2003-present)  
Membership Committee (2004-2008)  
Doctoral Consortium Faculty Presenter (2013)

Academy of Management (AoM), Reviewer for Conflict Management & Organizational Behavior Divisions (2002-present)

Southern Management Association (SMA), Reviewer for Research Methods and Organizational Behavior divisions (1997-1998)

***Professional Memberships***

Academy of Management (AoM)

*Organizational Behavior, Organizational Communication and Information Systems, Conflict Management, & Research Methods Divisions*

International Network for Social Network Analysis (INSNA)

Interdisciplinary Network for Groups Research (INGRoup; founding member)

American Psychological Association (APA)

*Member of Divisions 14 (I/O Psychology) & 49 (Group Psychology)*

Society for Industrial & Organizational Psychology (SIOP)

European Association of Work and Organizational Psychology (EAWOP)

Science of Team Science (SciTS)

***Courses Taught***

*Georgia Institute of Technology*

Undergraduate

PSYC: Social Psychology

PSYC: HONORS - Leveraging Social Networks

PhD Seminar

PSYC: Team Effectiveness

PSYC: Social Psychology

*University of Central Florida*

Undergraduate

INP 4380: Psychology of Teamwork  
PSY 3213: Research Methods Honors  
INP 3004: Industrial & Organizational Psychology  
INP 4314: Organizational Psychology

PhD Seminars

INP 7310: Organizational Psychology I  
INP 7311: Organizational Psychology II  
INP 7933: Seminar in Team Effectiveness  
INP 7933: Seminar in Organizational Leadership  
INP 7075: Current Theory and Research in I/O Psychology

*Florida International University*

Undergraduate

INP 2002: Introduction to I/O Psychology  
PSY 3213: Research Methods  
INP 4055: Senior Lab in I/O Psychology  
SOP 4525: Small Group Behavior  
MAN 4301: Human Resource Management  
SOP 4662: Organizational Psychology

MS & PhD Seminars:

PSY 5939: Special Topics: Team Effectiveness  
PSY 5246C: Multivariate Methods  
SOP 5616: Social Psychology of Organizations  
INP 5095: Proseminar in Industrial Psychology  
INP 6235: Applied Psychology of Training & Development

*University of Miami*

MGT 304: Organizational Behavior  
MGT 308: Training and Development

***Awards & Honors***

Courtesy Appointment. (2011-present). Affiliate Faculty, Grenoble Ecole de Management, Grenoble, France.

DeChurch & Haas, *Examining team planning through an episodic lens*, recognized as a finalist for the *Small Group Research* best paper of the year. (2009).

Mesmer-Magnus & DeChurch, *Information sharing and group decision making: A meta-analysis*, recognized as one of the top twenty overall papers. Society for Industrial and Organizational Psychology. (2008).

Recipient of Travel Grant to attend Kellogg Northwestern Negotiation & Teamwork Teaching Workshop, Chicago, IL. Awarded by the Academy for the Art of Teaching (2004)

First Place Social Science Paper & Presentation. Florida International University Annual Scholarly Forum. (2002)

Best Faculty Paper Award. Southern Management Association Annual Meeting. (1997)

Best Track Paper Award: Research Methods. Southern Management Association Annual Meeting. (1997)

**Selected Service Activities**

*Georgia Institute of Technology*

Industrial/Organizational Psychology Doctoral Program Committee (2011-present)  
School of Psychology Graduate Curriculum Committee (2011-present)

*University of Central Florida*

Industrial/Organizational Psychology Doctoral Program Committee (2007-2011), Colloquium Coordinator (2008-2011)  
Graduate Admissions Committee, Industrial/Organizational Psychology (2008-2011)  
Comprehensive Examination Committee, Industrial/Organizational Psychology (2007-2011)  
Faculty Search Committee Chair (2011)  
Graduate Fellowship Committee Member (2011)

*Florida International University*

Chair's Advisory Committee, Department of Psychology, (2005-2007)  
Graduate Program Director, Industrial/Organizational Psychology PhD & MS programs (2003-2007)  
Research Affiliate, Honors College (2003-2007)  
Curriculum Coordinator, PSY 3213: Research Methods (2003-2006)  
Faculty Search Committee, Industrial/Organizational Psychology (2003)  
Graduate Admissions Committee, Industrial/Organizational Psychology (2003-2007)  
Comprehensive Examination Committee, Industrial/Organizational Psychology (2003-2007)  
Master's Program Evaluation Committee, Industrial/Organizational Psychology (2004-2007)

**Doctoral Dissertation Committees**

*Georgia Institute of Technology*

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**Master's Thesis Committees**

*Georgia Institute of Technology*

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Constance Berger, Committee Member  
Daniel Whitman, Committee Member

***Undergraduate Honors Research Supervision***

*Georgia Institute of Technology*

NSF Research Experiences for Undergraduates (REU) mentor, 2013-2016  
Betul Benzer  
Sidni Vaughn  
Alejandra Montoya  
Zachary Gibson

*University of Central Florida*

Nicole Owens, Chair  
Meghan Gregory, Chair (PhD student at the U. of Central Florida, I/O Psychology)  
Garret Grainger, Committee Member

*Florida International University*

Sky Jarrett, Chair  
Chak Fu Lam, Visiting Scholar Mentor (PhD, U. of Michigan, Organizational Behavior, 2012)  
Juanita Lopez, Chair (MS, Florida International U., I/O Psychology, 2006)  
Katherine Hamilton, Chair (PhD, Penn State U., I/O Psychology, 2009)