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## EDUCATION

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Ph.D.	Industrial & Organizational Psychology	<i>University of Central Florida</i>
M.D.E.	Distance Education, <i>Specializations in Training and in Technology</i>	<i>University of Maryland</i>
B.A.	Psychology <i>Minor in Business</i>	<i>James Madison University</i>

## PUBLICATIONS

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### *Peer Reviewed Manuscripts*

1. Mathieu, J.E., Wolfson, M.A., Park, S., Luciano, M.M., **Bedwell-Torres, W.L.**, Ramsay, P.S., Klock, E.A., & Tannenbaum, S.I. (in press). Indexing dynamic collective constructs using computer-aided text analysis: Construct validity evidence and illustrations featuring team processes. *Journal of Applied Psychology*.
- \*\*\*Designated as a *Journal of Applied Psychology* Monograph [Website states: “Monographs are substantial and significant contributions (as determined by the editorial team)”]\*\*\*
2. **Bedwell, W.L.** (2019). Adaptive team performance: The influence of membership fluidity on shared team cognition. *Frontiers in Psychology, 10*, 1-15.
3. Fletcher, K.A., Telford, B.N., Frick, S.E., & **Bedwell, W.L.** (2018). Enhancing training with well-designed checklists. *International Journal of Training and Development, 22*(4), 289-300.
4. Fletcher, K.A., **Bedwell, W.L.**, Voeller, M., Coe, D., Morris, M.L., Haselden, B., Reller, P., & Zambroski, C. (2018). The art of critical thinking in nursing: A novel multi-modal humanities curriculum. *Medical Science Educator, 28*(1), 27-29.
5. Marlow, S.L., **Bedwell, W.L.**, Zajac, S., Reyes, D.L., LaMar, M., Khan, S., Lopreiato, J., & Salas, E. (2018). Multiple patient casualty scenarios: A measurement tool for teamwork. *Simulation in Healthcare, 13*, 394-403.
6. Mangione, S., Chakraborti, C., Staltari, G., Harrison, R.A., Tunkel, A.R., Liou, K.T., Cereo, E., Voeller, M., **Bedwell, W.L.**, Fletcher, K.A., & Kahn, M.J. (2018). Medical students' exposure to the humanities correlates with positive personal qualities and reduced

burnout: A multi-institutional U.S. survey. *Journal of General Internal Medicine*, 33(5), 628-634.

7. Frick, S.E., Fletcher, K.A., Ramsay, P.S., & **Bedwell, W.L.**, (2017). Understanding team maladaptation through the lens of the four R's of adaptation. *Human Resource Management Review*, 28(4), 441-722.
8. Tierney, W., Schweinsberg, M., Jordan, J., ... **Bedwell, W.L.**, et al. (2016). Data from a pre-publication independent replication initiative examining ten moral judgement effects. *Nature Scientific Data*, 3, 160082.
9. Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., ... **Bedwell, W.L.**, et al. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66, 55-67.
10. Salas, E., Shuffler, M.L., Thayer, A. L., **Bedwell, W.L.**, & Lazzara, E.H. (2015). Understanding and improving teamwork in organizations: A scientifically based practical guide. *Human Resource Management*, 54(4), 599-622.
11. **Bedwell, W.L.**, Fiore, S.M., Salas, E. (2014). Developing the future workforce: An approach for integrating interpersonal skills in the MBA classroom. *Academy of Management Learning & Education*, 13, 171-186.
12. **Bedwell, W.L.**, Salas, E., Funke, G.J., & Knott, B. A. (2014). Team workload: A multilevel perspective. *Organizational Psychology Review*, 4, 99-123.
13. Syed, S.A., Nukala, S., Lopez-Marcano, J., **Bedwell, W.L.**, Haubner, L., & Raij, A. (2014). Sensing and visualization tools for objective assessment and debriefing of high-risk neonatal resuscitation training scenarios. *Studies in Health Technology and Informatics*, 196, 416-422.
14. Zajac, S., Gregory, M., **Bedwell, W.L.**, Kramer, W., & Salas, E. (2014). The cognitive underpinnings of adaptive team performance in ill-defined task situations: A closer look at team cognition. *Organizational Psychology Review*, 4, 49-73.
15. Wildman, J.L., & **Bedwell, W.L.** (2013). Practicing what we preach: Teaching teams using validated team science. *Small Group Research*, 44, 381-394.
16. **Bedwell, W.L.**, Pavlas, D., Heyne, K., Lazzara, E.H., & Salas, E. (2012). Towards a taxonomy linking game attributes to learning: An empirical study. *Simulation & Gaming*, 43, 729-760.
17. **Bedwell, W.L.**, Ramsay, P.S., & Salas, E. (2012). Helping teams work: A research agenda for effective team adaptation in healthcare. *Translational Behavioral Medicine*, 2, 504-509.

18. **Bedwell, W.L.**, Wildman, J.L., DiazGranados, D., Salazar, M., Kramer, W.S., & Salas, E. (2012). Collaboration at work: An integrative multilevel conceptualization. *Human Resource Management Review*, 22, 128-145.
19. Coultas, C., **Bedwell, W.L.**, Burke, C.S., & Salas, E. (2011). Values sensitive coaching: The DELTA approach to coaching culturally diverse executives. *Consulting Psychology Journal: Research and Practice*, 63, 149-161.
20. Rosen, M.A., **Bedwell, W.L.**, Wildman, J., Fritzsche, B., Salas, E., & Burke, C.S. (2011). Managing adaptive performance in teams: Guiding principles & behavioral markers for measurement. *Human Resource Management Review*, 21, 107-122.
21. Resick, C. J., Murase, T., **Bedwell, W.L.**, Sanz, E., Jiménez, 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.
22. **Bedwell, W.L.**, & Salas, E. (2010). Computer-based training: Capitalizing on lessons learned. *International Journal of Training and Development*, 14, 239-249.
23. Wilson, K.A., **Bedwell, W.L.**, Lazzara, E.H., Salas, E., Burke, C.S., Estock, J., et al. (2009). Relationships between game attributes and learning outcomes: Review and research proposals. *Simulation & Gaming*, 40, 217-266.
24. **Bedwell, W.L.**, & Salas E. (2008). If you build it, will they interact? The importance of the instructor. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 491-493.

### **Book Chapters**

1. Fletcher, K.A., & **Bedwell, W.L.** (2017). Cognitive aids in emergency medical services. In J. Keebler, E. Lazzara, & P. Misasi (Eds.), *Human Factors and Ergonomics of Prehospital Emergency Care* (Ch.9, pp. 123-140). Boca Raton: CRC Press.
2. Roma, P.G., & **Bedwell, W.L.** (2017). Key factors and threats to team dynamics in long duration extreme environments. In E. Salas, W.B. Vessey, & L.B. Landon (Ed.), *Team Dynamics over Time: Research on Managing Groups and Teams* (Vol 18, pp. 155-187). UK: Emerald Group Publishing Limited.
3. Telford, B.N., Fletcher, K.A., & **Bedwell, W.L.** (2017). Informal learning in the healthcare industry: The detrimental effects of a hidden curriculum. In J. Ellingson and R. Noe (Eds.), *Autonomous Learning in the Workplace: SIOP Organizational Frontiers Series* (pp. 219-236). New York, NY: Routledge.
4. Dietz, A.S., **Bedwell, W.L.**, Oglesby, J., Salas, E., & Keaton, K. (2013). Synthetic task environments for improving performance at work: Principles and the road ahead. In J.M. Cortina & R.S. Landis (Eds.), *Modern Research Methods for the Study of Behavior in Organizations* (pp. 349-380). New York, NY: Routledge.

5. Salazar, M., Shuffler, M.L., **Bedwell, W.L.**, & Salas, E. (2013). Towards a contextualized cultural taxonomy. In K. Sycara et al. (Eds.) *Models for Intercultural Collaboration and Negotiation* (Vol. 6, pp. 27-51). Netherlands: Springer.
6. **Bedwell, W.L.**, Weaver, S.J., Salas, E. & Tindall, M. (2011). Emerging conceptualizations of adult training and learning. In M. London (Ed.), *Oxford Handbook for Lifelong Learning, Industrial/Organizational Psychology* (pp. 450-471). Oxford: Oxford University Press, Inc.
7. Weaver, S.J., **Bedwell, W.L.**, Salas, E. (2011). Training teams to cope with errors: A framework for instructional strategies & transfer. In D. Hofmann and M. Frese (Eds.) *Errors in Organizations: SIOP Frontiers Series* (pp. 143-176). New York, NY: Routledge.
8. Wildman, J.L., **Bedwell, W.L.**, Salas, E., & Smith-Jentsch, K.A. (2011). Performance measurement: A multilevel perspective. In S. Zedeck (Ed.) *APA Handbook of Industrial/Organizational Psychology* (Vol. 1, pp. 303-341). Washington, DC: American Psychological Association.
9. **Bedwell, W.L.**, Shuffler, M.L., Wildman, J., & Salas, E. (2010). Self-directed work teams: Best practices for leadership development. In R. J. Burke & M. G. Rothstein (Eds.), *Self-Management and Leadership Development* (pp. 251-293). Northampton, MA: Edward Elgar.
10. Pritchard, R.D., DiazGranados, D., Weaver, S.J., **Bedwell, W.L.**, & Harrell, M.M. (2008). Virtual environment performance assessment: Organizational level considerations. In D. Schmorrow, J. Cohn, & D. Nicholson, (Eds.). *The PSI Handbook of Virtual Environments for Training and Education: Developments for the Military and Beyond* (Vol. 1, pp. 284-299). Westport, CT: Praeger Publishers.

#### ***Peer Reviewed Conference Proceedings***

1. Fletcher, K.A. & **Bedwell, W.L.** (2016, Sept.). An initial look at the effects of interruptions on strain. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 60(1), 1269-1273.
2. Mathwich, J.R., Fletcher, K.A., & Bedwell, W.L. (2016, Sept.). You've got mail: Examination of a brief online email training. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 60(1), 1274-1278.
3. Mangione, S., Cerceo, E., Chakraborti, C., Voeller, M., Harrison, R.A., **Bedwell, W.L.**, Fletcher, K.A., Tunkel, A., & Kahn, M.J. (2016, May). The effects of medical student interest in humanities and arts: A multi-institutional study. In *The Journal of General Internal Medicine*, 31, S418.
4. Fletcher, K.A., **Bedwell, W.L.**, Rosen, M., Catchpole, K., & Lazzara, E. (2014, Sept.). Medical Team Handoffs Current and Future Directions. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 58(1), 654-658.

5. **Bedwell, W.L.** (2014). *Leadership accountability for patient safety: From theory to practice*. In *Academy of Management Proceedings*, 2014(1).
6. Fletcher, K.A., & **Bedwell, W.L.** (2014). Cognitive aids: Design suggestions for the medical field. In *Proceedings of the 2014 International Symposium on Human factors and Ergonomics in Health Care: Leading the Way*, 3(1), 148-152.
7. Kelling, N., **Bedwell, W.L.**, Corso, G.M., Cuevas, H.M., Keebler, J.R., Peres, S.C., Walker, B.N. (2013). Life, the universe, and academia: An interactive discussion on balance and early success for potential academics. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 57(1), 438-442.
8. Ohland, M.W., Loughry, M.L., Layton, R.A., Pomeranz, H.R., **Bedwell, W.L.**, Lyons, R., Ferguson, D.M., Heyne, K., Driskell, T. & Woehr, D. J. (2012) SMARTER Teamwork: System for management, assessment, research, training, education, and remediation for teamwork. *American Society of Engineering Education Proceedings*.
9. **Bedwell, W.L.** & Dietz, A.S. (2011). Extreme teams: Is a paradigm shift required? *Human Factors & Ergonomics Society Annual Proceedings*, 55, 2109-2112.
10. Dietz, A.S., Weaver, S.J., Sierra, M.J., **Bedwell, W.L.**, Salas, E., Fiore, S.M., & Smith-Jentsch, K. & Driskell, J. (2010). Unpacking the temporal and interactive effects of stress on individual and team performance. *Human Factors & Ergonomics Society Annual Proceedings*, 54, 1017-1021.
11. Pavlas, D., Heyne, K., **Bedwell, W.L.**, Lazzara, E., & Salas, E. (2010). Game-based learning: The impact of flow state and videogame self-efficacy. *Human Factors & Ergonomics Society Annual Proceedings*, 54, 2398-2402.
12. Engel, K., Langkamer, K. L., Estock, J.L., Orvis, K. L., Salas, E., **Bedwell, W.L.**, & Conkey, C. (2009, Dec.). Investigating the effectiveness of game-based approaches to training. *Interservice/Industry Training, Simulation, & Education Conference Proceedings*.
13. Shuffler, M.L., Salazar, M., **Bedwell, W.L.**, Salas, E., & Burke, C.S. (2009, Dec.). Culture on the front line: Dimensions that matter. *Interservice/Industry Training, Simulation, & Education Conference Proceedings*.
14. Pavlas, D., **Bedwell, W.L.**, Wooten, II, S., Heyne, K., Salas, E. (2009, Oct.). Investigating the attributes of serious games that contribute to learning. *Human Factors and Ergonomics Society Annual Proceedings*, 53, 1999-2003.
15. **Bedwell, W.L.**, Wildman, J.L., DiazGranados, D., Shuffler, M.L., Salas, E., & Burke, C.S. (2009, July). Towards a theoretical framework of intercultural collaboration. *Modeling Intercultural Collaboration and Negotiation (MICON) Proceedings*, 1-9.
16. Rosen, M.A., Wildman, J.L., **Bedwell, W.L.**, Fritzsche, B., Salas, E., Burke, C.S. (2008, Sept.). Diagnosing friction points in multicultural team performance: A rationale and

measurement approach. *Human Factors & Ergonomics Society Annual Proceedings*, 52, 753-737.

### ***Technical Reports, Workshop Reports, White Papers, Trade Journals, Encyclopedias***

1. Pritchard, R. D., van Tuijl, H., **Bedwell, W.L.**, Weaver, S.J., Fullick, J., & Dixon, N. W. (2017). Maximizing controllability in ProMES measures. *ProMES ICC White Paper Series*, 1(1), 2-11.
2. Smith-Jentsch, K.A., Sierra, M.J., Weaver, S.J., **Bedwell, W.L.**, Dietz, A.S., Carter-Berenson, D., Oglesby, J., Fiore, S.M., & Salas, E. (2015). *Training "The Right Stuff": An assessment of the team training needs for long-duration spaceflight crews* (NASA/TM2015-218589). National Aeronautics and Space Administration, Houston, TX.
3. **Bedwell, W.L.**, & Salas, E. (2012). Virtual teams. In W. J. Rothwell & R. K. Prescott (Eds.), *The Encyclopedia of Human Resource Management*. Pfeiffer, San Francisco, CA.
4. **Bedwell, W.L.**, Fiore, S.M., & Salas, E. (2011). Interpersonal skills assessment: Social and collaborative factors and the 21<sup>st</sup> century workforce. Published workshop paper. *Assessment of 21<sup>st</sup> Century Skills Workshop*, University of California-Irvine. Irvine, CA.

### **UNDER REVIEW & IN PREPARATION**

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#### ***Under Review***

1. Shiro, B.R., Rowland, S.K., ... Roma, P.G., **Bedwell-Torres, W.L.**, & Binsted, K. (under review). Geological tasks during HI-SEAS planetary analog mission simulations: Mauna Loa, Hawai'i. *Planetary and Space Science*.

#### ***In Preparation***

2. **Bedwell-Torres, W.L.**, Summers, J.K., Grossman, M.R., Frick, S.E., & Ramsay, P.S. Team membership dynamics: An inductive approach to a comprehensive research roadmap. Manuscript in preparation for submission to *Academy of Management Journal*.
3. **Bedwell-Torres, W.L.**, Summers, J.K., Humphrey, S.E., Frick, S.E., Fletcher, K.A., & Ramsay, P.S. Team adaptability: Expanding the theory of strategic core. Manuscript in preparation for submission to *Academy of Management Journal*.
4. **Bedwell-Torres, W.L.**, Summers, J.K., Humphrey, S.E., Ramsay, P.S., Frick, S.E., & Fletcher, K.A. The effects of gender trajectory on team adaptability and performance. Manuscript in preparation for submission to *Journal of Applied Psychology*.
5. Fletcher, K.A., Summers, J.K., **Bedwell-Torres, W.L.**, Frick, S.E., Humphrey, S.E., & Garrett, S.L., The curvilinear development of trust and distrust within teams. Manuscript in preparation.
6. Ruggs, E.N., **Bedwell-Torres, W.L.**, Arena, D., Fabian, F., & Hussey, A. Effects of the COVID-19 Pandemic on Burnout: A Longitudinal Analysis. Manuscript in preparation.

7. Summers, J.K., Misangyi, V., Humphrey, S.E., **Bedwell-Torres, W.L.**, Frick, S.E., Fletcher, K.A., & Ramsay, P.S. Team composition modeling utilizing QCA. Manuscript in preparation.

## **INVITED TALKS & PRESENTATIONS**

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### *Invited Talks*

1. **Bedwell-Torres, W.L.** (2021, Mar.). *Long-duration distance exploration: Crew selection/composition*. Invited talk presented to NASA as part of final grant report.
2. **Bedwell-Torres, W.L.** (Panelist). (2020, Oct.). *Surviving the online environment*. In J.K. Summers (Chair), Early Stage Doctoral Consortium presented at the Annual Conference of the Southern Management Association, Virtual Event Held Online.
3. Ruggs, E.N., **Bedwell-Torres, W.L.**, Fabian, F., Hussey, A., & Arena, D.F. (2020, Oct.). *The differential impact of current pandemics on employees*. Invited talk presented at the National Academies of Sciences, Engineering, and Medicine seminar on Responding to COVID-19: Emerging insights from social, behavioral and economic sciences.
4. **Bedwell, W.L.** (Invited Keynote). (2017, May). *Team adaptation: A practical, yet critical, component of effective team performance*. Keynote presented at the Sarasota Memorial Hospital New Knowledge and Innovation Conference, Sarasota, FL.
5. **Bedwell, W.L.** (Panelist) (2016, Apr.). *Highly prolific authors*. In J. Fairchild (Chair), 32<sup>nd</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
6. **Bedwell, W.L.** (Panelist) (2016, Apr.). *Successful grant writing*. In L. Cushenbery (Chair), 31<sup>st</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
7. **Bedwell, W.L.** (Panelist). (2015, Apr.). *Realistic job preview: Early career issues*. In **W.L. Bedwell** (Chair) & L. Cushenbery (Co-Chair), 30<sup>th</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
8. **Bedwell, W.L.** (Panelist). (2015, Apr.). *Grant writing DOs and DON'Ts*. In **W.L. Bedwell** (Chair) & L. Cushenbery (Co-Chair), 30<sup>th</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
9. **Bedwell, W.L.** (Mentor). (2014, May). *Interdisciplinary grant efforts*. In M. Poteet and J.L. Wildman (Co-Chairs) Science Funding Speed Mentoring Session at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
10. **Bedwell, W.L.** (Panelist). (2014, May). *Grant writing 101*. In **W.L. Bedwell** (Chair) & T.

Rizzuto (Co-Chair), 29<sup>th</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

11. **Bedwell, W.L.** (Panelist). (2014, May). *Early career issues*. In **W.L. Bedwell** (Chair) & T. Rizzuto (Co-Chair), 29<sup>th</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
12. **Bedwell, W.L.** (2014, Jan.). *Using the science of teams to improve teaching with teams*. The Annual Society for Industrial and Organizational Psychology Session presented at the National Institute on the Teaching of Psychology, St. Pete Beach, FL.
13. **Bedwell, W.L.** (2014, Jan.). *Teaching interpersonal skills in ANY classroom*. Presentation during the 1<sup>st</sup> Annual Teaching Slam at the National Institute on the Teaching of Psychology, St. Pete Beach, FL.
14. **Bedwell, W.L.** (Panelist). (2013, Apr.). *Realistic job preview: Early career issues*. In T. Rizzuto (Chair) & **W.L. Bedwell** (Co-Chair), 28<sup>th</sup> Annual Lee Hakel I-O Psychology Doctoral Consortium at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

#### ***Chaired Conference Symposia***

1. Reiter-Palmon, R., & **Bedwell-Torres, W.L.** (Co-facilitators). (2020, Oct.). *Team Cognition*. Session to be presented at the 15<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Online event.
2. **Bedwell, W.L.**, & Grossman, R. (Co-Chairs). (2019, Apr.). *Team composition: Exploring the changing landscape of both science and practice*. Symposium presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
3. Frick, S.E., Ramsay, P.S., & **Bedwell, W.L.** (Co-Chairs) (2018, Apr.) *Modern methods for measuring team composition variables*. Symposium presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
4. Fletcher, K.A., & **Bedwell, W.L.** (Co-Chairs) (2015, Apr.). *Nurse interactions with peers, physicians and patients: Training and measurement*. Symposium presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
5. **Bedwell, W.L.** & Fullick, J.M. (Co-Chairs) (2014, Aug.). *Improving management education: Creative teaching strategies and techniques*. PDW presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.



6. **\*\*Bedwell, W.L.** (Chair) (2014, Aug.). *Leadership accountability for patient safety: From theory to practice*. Symposium presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
7. Fletcher, K.A., & **Bedwell, W.L.** (Co-Chairs) (2014, July). *The role of composition on team effectiveness*. Panel presented at the 9<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Raleigh, NC.
8. **Bedwell, W.L.** (Chair) (2013, July). *Attitudes: The driving force behind effective team process?* Panel presented at the 8<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Atlanta, GA.
9. **Bedwell, W.L.**, & Piccolo, R. (Co-Chairs) (2012, Aug). *Teaching teamwork: Integrating innovative science into the classroom*. Symposium presented at the 120<sup>th</sup> Annual Conference of the American Psychological Association, Orlando, FL.
10. **Bedwell, W.L.** (Chair) (2012, July). *Translating team science to practice: What works and what doesn't?* Panel presented at the 7<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Chicago, IL.
11. **Bedwell, W.L.** & Kozlowski, S.W.J. (Co-Chairs) (2012, Apr.). *The science of teams: Learning from the extremes*. Symposium presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
12. **\*\*Bedwell, W.L.** & Dietz, A.S. (Co-Chairs) (2011, Oct.). *Extreme teams: Is a paradigm shift required?* Panel presented at the 55<sup>th</sup> Annual Meeting of the Human Factors and Ergonomics Society, Las Vegas, NV.
13. **Bedwell, W.L.** (Chair) (2011, July). *Teamwork today: Do we really know anything?* Panel presented at the 6<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Minneapolis, MN.
14. **Bedwell, W.L.** & Orvis, K. (Co-Chairs) (2010, Apr.). *Designing quality training games: Moving from research to practice*. Symposium conducted at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
15. **Bedwell, W.L.** & DiazGranados, D. (Co-Chairs) (2009, June). *Interdisciplinary perspectives on collaboration: A panel discussion*. Panel conducted at the 4<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
16. **Bedwell, W.L.**, & Panzer, F. (Co-Chairs) (2009, Apr.). *Research on teams and multiteam systems: Selecting game-based research platforms*. Symposium conducted at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
17. Goodwin, G.F., **Bedwell, W.L.**, & Shuffler, M.L. (Co-Chairs) (2009, Apr.). *Technology based training: Incorporating the science of training into practice*. Symposium conducted

at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

\*\* indicates a corresponding Conference proceeding as noted above

***Conference Symposia Talks, Panel Discussions, Debate Presentations, & Workshops***

1. Ruggs, E.N., **Bedwell-Torres, W.L.**, Fabian, F., Hussey, A., & Arena, D.F. (2021, Apr.). Systemic differences in employee outcomes from COVID-19 and the effectiveness of organizational response. In C.A. LeNoble (Chair), *Making I/O Research RAPID in Times of Crisis: Quick-Response NSF Funding Insights*. Symposium to be conducted at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
2. **Bedwell, W.L.** (Panelist). (2019, Apr.). In J. Whinghter (Chair) panel, *The Struggle is Real: What it Really Means to “Have It All” in I-O Psychology*, presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD,
3. Frick, S.E., Fletcher, K.A., **Bedwell, W.L.**, & Braun, M.T. (2019, April). Virtual leader behavior: Manipulating and evaluating leader behaviors in virtual teams. In M.T. Braun & C.N. Falcon (Co-Chairs), *Understanding and Improving Within-team Processes and Perceptions*. Symposium conducted at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
4. Marlow, S., Bisbey, T., **Bedwell, W.L.**, ... & Salas, E. (2019, April). Teamwork measurement for multiple patient casualty scenarios. In R.A. McCloy and H.J. Kell (Co-Chairs), *Measurement: New Methods for Classic Problems, Classic Methods for New Problems*. Symposium conducted at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
5. **Bedwell, W.L.** (Panelist). (2018, Apr.). *A question of time: Multidisciplinary approaches to understanding team dynamics*. In A. Niler & L.A. DeChurch (Co-Chairs) IGNITE! panel presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
6. Macoukji, F., **Bedwell, W.L.**, & Crawford, D. (2018, Apr.). *Something borrowed, something new: A new approach to diversity training*. Presentation at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. Ramsay, P.S., Summers, J.K., Humphrey, S.E., Misangyi, V.F., **Bedwell, W.L.**, Fletcher, K., & Frick, S.E. (2018, Apr.). *Group personality: A configurational approach to understanding performance detriments*. Presentation at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
8. **Bedwell, W.L.**, Roma, P.G., & Fletcher, K.A. (2017, Apr.). *Long duration space exploration: Does cohesion matter?* Presentation at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

9. Frick, S.E., Fletcher, K.A., Garrett, S.L., **Bedwell, W.L.**, Ramsay, P.S., & Summers, J.K. (2016, Oct.). The curvilinear development of trust and distrust within teams. In K.A. Fletcher & **W.L. Bedwell** (Co-Chairs), *Antecedents and Outcomes of Team Emergent States and Processes*. Paper presented at the 2016 Southern Management Association Meeting, Charlotte, NC.
10. **Bedwell, W.L.** (Panelist). (2016, Apr.). *Organizing that's out of this world!* In L. Larson, B. Jones, & L. DeChurch (Co-Chairs) IGNITE! panel conducted at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
11. **Bedwell, W.L.**, Roma, P.G., Ramsay, P.S., Binsted, K. (2016, Apr.). *Long-duration space exploration missions: Cohesion development/demise over time*. Presentation at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim CA.
12. Zambroski, C., **Bedwell W.L.**, Voeller, M., Fletcher, K.A. (2015, Nov.). *Improving visual thinking for fundamentals nursing students using a multi-modal arts-based intervention*. Paper presented at American Association of Critical-Care Nurses 2015 Baccalaureate Education Conference, Orlando, FL.
13. Ramsay, P.S., Frick, S. A., Ramsay, P.S., Frick, S.E., Grossman, M. R., **Bedwell, W.L.**, & Summers, J. K. (2015, Oct.). *Membership fluidity in teams*. Paper presented at the annual Southern Management Association Conference, St. Petersburg, FL.
14. **Bedwell, W.L.** (Panelist). (2015, July). In K.A. Fletcher (Chair) panel *The role of context on team effectiveness* conducted at the 10<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.
15. **Bedwell, W.L.** (Panelist). (2015, July). In S.E. Frick & P.S. Ramsay (Co-Chairs) panel *Adaptation from a multilevel perspective* conducted at the 10<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.
16. Fletcher, K.A., Telford, B.N., Frick, S.E., & **Bedwell, W.L.** (2015, May). *The effects of training and checklist design on perceived emotional strain*. Platform paper presented at Work, Stress, & Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.
17. **Bedwell, W.L.**, Fletcher, K.A., & Voeller, M. (2015, Apr.). Healthcare and humanities: Assessing art-based training for nurses. In Fletcher, K.A., & **Bedwell, W.L.** (Co-Chairs) *Nurse Interactions with Peers, Physicians and Patients: Training and Measurement*. Paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
18. **Bedwell, W.L.** (Panelist). (2014, Oct.). In Fletcher, K.A. (chair), *Medical team handoffs: Current and future directions*. Panel presented at the 2014 Annual Meeting of the Human Factors and Ergonomics Society, Chicago, IL.\*\*

19. **Bedwell, W.L.** (PDW Panelist). (2014, Aug.). In **Bedwell, W.L.** & Fullick, J.M. (cochairs), *Improving management education: Creative teaching strategies and techniques*. Professional Development Workshop presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
20. **Bedwell, W.L.** (Panelist). (2014, July). In Fletcher, K.A., & **Bedwell, W.L.** (Co-Chairs), *The role of composition on team effectiveness*. Panel presented at the 9<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Raleigh, NC.
21. **Bedwell, W.L.**, Summers, J.K., Grossman, M., Ramsay, P.S., & Frick, S. (2014, July). Membership fluidity: A meta-analysis In S. A. Sommer (Chair) *Adaptation: A Multilevel Approach*. Presentation at the 9<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Raleigh, NC.
22. **Bedwell, W.L.**, & Miller, D. (2014, May). *Fostering positive experience for new academics/practitioners*. Community of Interest at the 29<sup>th</sup> Annual Conference of the Society for Industrial-Organizational Psychology, Honolulu, HI.
23. Fletcher, K.A., **Bedwell, W.L.**, Strauss, A., & Navarte, H. (2014, May). Medical experiential training courses: A new perspective on medical mission trips. In M.J. Kerry & E.H. Lazzara (Chairs), *A Look at a Paradigmatic Shift in Healthcare Training*. Presentation at the 29<sup>th</sup> Annual Conference of the Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
24. Binsted, K.A., **Bedwell, W.L.**, Caldwell, B., Doumas, A., Kozlowski S. W. J., Miller, C., Roma, P., & Shiro, B. (2014, Feb.). *Determining key contributors to the maintenance and regulation of team function and performance on long duration exploration missions at the HI-SEAS habitat*. Presentation at the Annual NASA Human Research Program Investigator's Workshop, Galveston, TX.
25. **Bedwell, W.L.**, Salas, E., Smith-Jentsch, K.A., Jentsch, F., Rico, R., & Fiore, S.M. (2013, Aug.). Membership change: Shared mental models and adaptive team performance. In S.J. Weaver (Chair), *Organizational change across levels and outcomes when the stakes are high*. Symposium presented at the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, FL.
26. **Bedwell, W.L.** (Panelist). (2013, July). *Translating research results across group contexts*. Panel presented at the 8<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Atlanta, GA.
27. Loughry, M.L., Ohland, M. W., Woehr, D. J., **Bedwell, W. L.**, & Lyons, R. (2012, Aug). *Effective management of student teams using the CATME system: Practice informed by research*. PDW presented at the 72<sup>nd</sup> Annual Meeting of the Academy of Management, Boston, MA.

28. Lyons, R., **Bedwell, W.L.**, & Salas, E. (2012, Aug). *No more excuses for teamwork ignorance: Free training resources*. Presentation given at the 120<sup>th</sup> Annual Conference of the American Psychological Association, Orlando, FL.
29. **Bedwell, W.L.**, Smith-Jentsch, K.A., Sierra, M.J., & Salas, E. (2012, Apr.). *Beyond low-earth orbit: Team training needs analysis applications & advances*. In K. Kraiger (Chair), *By land, sea, and air: Advancements and applications of training needs assessment*. Presentation at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
30. Smith-Jentsch, K.A., **Bedwell, W.L.**, Sierra, M.J., Jones, R.P., Oglesby, J.M., Fiore, S.M., & Salas, E. (2012, Apr.). *Entrainment at the extremes: Understanding adaptation needs of astronaut crews*. In W.L. Bedwell & S.W.J. Kozlowski (Co-Chairs), *The science of teams: Learning from the extremes*. Presentation at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
31. Salas, E., Smith-Jentsch, K., Fiore, S.M., **Bedwell, W.L.**, Sierra, M.J., Dietz, A., Oglesby, J., & Grossman, R. (2012). *Optimizing crew performance in long duration space exploration: Best practices for team training and cohesion measurement*. Presentation at the 2012 NASA Human Research Program Investigators' Workshop.
32. **Bedwell, W.L.** (Panelist). (2011, Apr.). *Serious games and virtual worlds: The next I-O frontier!* Panel presented at the 26<sup>th</sup> Annual Conference of the Society for the Industrial and Organizational Psychology, Chicago, IL.
33. **Bedwell, W.L.**, Smith-Jentsch, K., Weaver, S.J., Sierra, M., Fiore, S.M., Salas, E. (2011, Apr.) Long-duration space flight crews: A team training needs analysis. In T. Rench & S.W.J. Kozlowski (Co-Chairs), *Teams in space – A New Frontier for Organizational Psychology*. Symposium conducted at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
34. **Bedwell, W.L.** (Panelist). (2011, Apr.) *I-O, I-O, it's off to work...or school...we go?* Debate presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
35. Coultas, C., **Bedwell, W.L.**, Salas, E. (2011, Apr.) Defining and developing motivational multicultural leaders. In A. Hunter, & M. Shuffler (Co-Chairs), *Developing culturally competent leaders: Current theory, research, & lessons learned*. Symposium conducted at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
36. Lyons, R., **Bedwell, W.L.**, Salas, E., Heyne, K. (2011, Apr.) Teamwork in the movies: Applying science to instructional design. In R. Piccolo & R. Lyons (Co-Chairs), *Applying science to improve the teaching of teamwork in classrooms*. Symposium conducted at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

37. Smith-Jentsch, K.A., Sierra, M.J., Weaver, S.J., **Bedwell, W.L.**, Salas, E. (2011, Apr.) Training multi-team systems to self-correct. In G. Park & R. DeShon (Co-Chairs), *Managing multiteam systems: Theoretical and empirical advances*. Symposium conducted at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
38. Fiore, S.M., **Bedwell, W.L.**, & Salas, E. (2011). *Interpersonal skills assessment: Social and collaborative factors and the 21<sup>st</sup> century workforce*. Presented at the National Academies of Science Workshop on "Assessment of 21<sup>st</sup> Century Skills," University of California-Irvine. Irvine, CA.
39. \*\*Dietz, A.S., Weaver, S.J., Sierra, M.J., **Bedwell, W.L.**, Salas, E., Fiore, S.M., Smith-Jentsch, K.A., & Driskell, J. (2010, Sept). *Unpacking the temporal and interactive effects of stress on individual and team performance*. Presentation at the 54<sup>th</sup> Annual Meeting of the Human Factors & Ergonomics Society. San Francisco, CA.
40. \*\*Pavlas, D., Heyne, K., **Bedwell, W.L.**, Lazzara, E., & Salas, E. (2010, Sept). *Game based learning: The impact of flow state and videogame self-efficacy*. Presentation at the 54<sup>th</sup> Annual Meeting of the Human Factors & Ergonomics Society. San Francisco, CA.
41. Lazzara, E.H., Pavlas, D., **Bedwell, W.L.**, Heyne, K., & Salas, E. (2010, Aug.). *What features matter? Linking serious game attributes to learning outcomes*. Presentation at American Psychological Association, San Diego, CA.
42. Dietz, A.S., Sierra, M.J., Weaver, S.J., **Bedwell, W.L.**, Salas, E., Smith-Jentsch, K., & Fiore, S.M. (2010, July). Teams in ICE: Identifying focal stressors in long-duration *spaceflight*. Presentation to the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Arlington, VA.
43. **Bedwell, W.L.**, Jiménez, M., DeChurch, L.A., Salas, E., Fiore, S.M., & Marks, M. (2010, July). *Teamwork: The state of the science*. Panel presentation at the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Arlington, VA.
44. Weaver, S.J., **Bedwell, W.L.**, Dietz, A.S., Salas, E., Smith-Jentsch, K., & Fiore, S.M. (2010, July). *The science of team performance & training: Fuel for the long voyage to Mars*. Paper presentation at the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Arlington, VA.
45. Dietz, A.S., Sierra, M.J., **Bedwell, W.L.**, Weaver, S.J., Salas, E., Smith-Jentsch, K.A., & Fiore, S.M. (2010, Apr.). *Identifying antecedents to stress in long-duration spaceflight: A multilevel, interactive, and temporal perspective*. Paper presentation at the 2010 Florida Student Conference on Human Factors & Applied Psychology, Daytona Beach, FL.
46. **Bedwell, W.L.**, DiazGranados, D., Salas, E., & Burke, C.S. (2010, Apr.). *Bridging the cultural divide: Towards intercultural collaboration effectiveness*. Presentation at the 25<sup>th</sup>

Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

47. Pavlas, D., **Bedwell, W.L.**, & Salas, E. (2010, Apr.). *Studying learning game attributes via an immune system game*. Presentation at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
48. \*\*Engel, K., Langkamer, K. L., Estock, J.L., Orvis, K. L., Salas, E., **Bedwell, W.L.**, & Conkey, C. (2009, Dec.). *Investigating the effectiveness of game-based approaches to training*. Presentation at Interservice/Industry Training, Simulation & Education Conference (I/ITSEC), Orlando, FL.
49. \*\*Shuffler, M.L., Salazar, M., **Bedwell, W.L.**, Salas, E., & Burke, C.S. (2009, Dec.). *Culture on the front line: Dimensions that matter*. Presentation at Interservice/Industry Training, Simulation & Education Conference (I/ITSEC), Orlando, FL.
50. Pavlas, D., **Bedwell, W.L.**, Lazzara, E., Heyne, K., & Salas, E. (2009, Nov.). *Games for learning: Attributes and outcomes*. Presentation at the Annual Conference of the Society for Computers in Psychology, Boston, MA.
51. \*\*Pavlas, D., **Bedwell, W.L.**, Wooten, S.R., Heyne, K., Salas, E. (2009, Oct.). *Investigating the attributes of serious games that contribute to learning*. Presentation at the 52<sup>nd</sup> Annual Meeting of the Human Factors and Ergonomics Society, New York, NY.
52. **Bedwell, W.L.**, Sanz, E., Murase, T., Jiménez, M., Resick, C., & DeChurch, L.A. (2009, July). *Team adaptation & shared cognition metrics: A multi-faceted, multi-method examination*. Presentation at the 4<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
53. \*\***Bedwell, W.L.**, Wildman, J.L., DiazGranados, D., Shuffler, M.L., Salas, E., & Burke, C.S. (2009, July). *Towards a theoretical framework of intercultural collaboration*. Presentation at the Modeling Intercultural Collaboration and Negotiation Workshop, Pasadena, CA.
54. **Bedwell, W.L.**, Pavlas, D., & Salas, E. (2009, Apr.). Utilizing games for team investigation: A matrix to guide research. In F. Panzer & W.L. Bedwell (Co-Chairs), *Research on teams and multiteam systems: Selecting game-based research platforms*. Symposium conducted at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
55. **Bedwell, W.L.**, & Salas, E. (2009, Apr.). Computer-based training: Best practices for design. In G. F. Goodwin, **W.L. Bedwell**, & M.L. Shuffler (Co-Chairs), *Technology-based training: Incorporating the science of training into practice*. Presentation at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
56. Shuffler, M.L., **Bedwell, W.L.**, Pavlas, D., & Salas, E. (2009, Apr.). Game-based training for continuous improvement. In G. F. Goodwin, W.L. Bedwell, & M.L. Shuffler (Co-

Chairs), *Technology-based training: Incorporating the science of training into practice*. Presentation at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

57. \*\*Rosen, M.A., Wildman, J.L., **Bedwell, W.L.**, Fritzsche, B., Salas, E., Burke, C.S. (2008, Sept.). *Diagnosing friction points in multicultural team performance: A rationale and measurement approach*. Presentation at the 52<sup>nd</sup> Annual Meeting of the Human Factors and Ergonomics Society, New York, NY.
58. **Bedwell, W.L.**, & Zygouris-Coe, V. (2005). *Technology and preparation of PK-2 teachers of millennial students*. Presentation at the National Education Computing Conference, Philadelphia, PA.
59. **Bedwell, W.L.**, Baumbach, D., Fiedler, R., McWilliams, C., & Zygouris-Coe, V. (2004, Nov.). *Online staff development: Lessons learned*. Presentation at the SLOAN-C International Conference on Asynchronous Learning Networks, Orlando, FL.
60. **Bedwell, W.L.**, Morris, L., & Xu, H. (2002). *Collaborative course development*. Presentation at EDUCAUSE Southeast Regional Conference, Charleston, SC.
61. **Bedwell, W.L.**, Pabis, P., & Rudisill, D.R. (2001). *Collaborative course development in math and sciences: Georgia's eCore*. Presentation at the International Conference on College Teaching and Learning, Jacksonville, FL.

\*\* indicates a corresponding Conference proceeding as noted above

### ***Conference Poster Presentations***

1. Marlow, S.L., Bisbey, T.M., **Bedwell, W.L.**, Zajac, S., Reyes, D.L., LaMar, M., Khan, S., Lopreiato, J., & Salas, E. (2018, Apr.). Multiple patient casualty scenarios: Behavioral markers for teamwork measurement. Poster presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
2. Binsted, K., Basner, M., **Bedwell, W.L.**, Caldwell, B., Hunter, J., Kozlowski, S.W.J., Roma, P., Schmer-Galunder, S. (2018, Jan.). *HI-SEAS: Overview of results from the four, eight, and twelve-month missions*. Poster presented at the 2018 NASA Human Research Program Investigators' Workshop, Galveston, TX.
3. Tannenbaum, S., Maynard, T., Mathieu, J., & **Bedwell W.L.** (2018, Jan.). *Challenges, team adaptation, and resilience in extreme environments*. Poster presented at the 2018 NASA Human Research Program Investigators' Workshop, Galveston, TX.
4. Ramsay, P.S., **Bedwell, W.L.**, & Borman, W.C. (2017, Apr.). *Can video games reduce faking in selection assessments?* Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
5. Strauss A., Fletcher, K.A., **Bedwell W.L.**, Narvarte H. (2017, Apr.). *Medical students on international medical trips: Evaluating the influence of experiential learning on clinical*



*self-efficacy and knowledge*. Poster presented at the Society of General Internal Medicine (SGIM) National Meeting, Washington, DC.

6. Telford, B.N., Ramsay, P.S., Frick, S.E., & **Bedwell, W.L.** (2017, Apr.). *To meet or not to meet: Preference for electronic communication*. Poster presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
7. Binsted, K., Basner, M., **Bedwell, W.L.**, Bishop, S., Caldwell, B., Chang, D., Hunter, J., Kozlowski, S.W.J., Roma, P.G., Shiro, B., Wu, P. (2017, Jan.). *Investigations at HI-SEAS into team function and performance and crew composition for long duration exploration missions*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
8. \*\*Fletcher, K.A. & **Bedwell, W.L.** (2016, Sept.). *An initial look at the effects of interruptions on strain*. Poster presented at the Human Factors & Ergonomics Society Annual Conference, Washington, DC.
9. \*\*Mathwich, J.R., Fletcher, K.A., & **Bedwell, W.L.** (2016, Sept.). *You've got mail: Examination of a brief online email training*. Poster presented at the Human Factors & Ergonomics Society Annual Conference, Washington, DC.
10. Frick, S.E., Fletcher, K.A., Ramsay, P.S., & **Bedwell, W.L.** (2016, Apr.). *The four R's of team adaptation: A heuristic*. Poster presented at the 31<sup>st</sup> annual meeting of the Society for Industrial Organizational Psychology, Anaheim, CA.
11. Balouch, M., Nashikkar, E., Fletcher, K.A., & **Bedwell, W.L.** (2016, Apr.). *Training healthcare providers on second victims: Four empirically-supported recommendation*. Poster presented at the Human Factors & Applied Psychology Conference at Embry-Riddle Aeronautical University, Daytona, FL.
12. Long, E., Kumarasiri, N., Rodriguez, G., Fletcher, K.A., Ramsay, S., & **Bedwell, W.L.** (2016, Apr.). *ARTEMIS: A novel video game platform for studying teams*. Poster presented at the Human Factors and Applied Psychology Conference at Embry-Riddle Aeronautical University, Daytona, FL.
13. Majeed, M., Pierre-Louis, H.K., Soens, S.H., Fletcher, K.A., Telford, B.N., Potter, S.M., & **Bedwell, W.L.** (2016, Apr.). *Outcomes of workplace interruptions: Scale development and evidence of a positivity bias*. Poster presented at the Human Factors & Applied Psychology Conference at Embry-Riddle Aeronautical University, Daytona, FL.
14. Timmel, K.N., Smith, L., Fletcher, K.A., & **Bedwell, W.L.** (2016, Apr.). *The dark side of practice: Outcomes of practice performance*. Poster presented at the Human Factors and Applied Psychology Student Conference at Embry-Riddle Aeronautical University, Daytona, FL.

15. **Bedwell, W.L.**, Fletcher, K.A., Roma, P.G., & Binsted, K. (2016, Feb.). *Crew cohesion on LDEM: A longitudinal look at conflict*. Poster presented at the NASA Human Research Program Investigator's Workshop, Galveston, TX.
16. Binsted, K., Basner, M., **Bedwell, W.L.**, Caldwell, B., Chang, D., Hunter, J., Kozlowski, S.W.J., Nasrini, J., Roma, P., Santoro, J., Seibert, M., Shiro, B., & Wu, P. (2016, Feb.). *Investigations at HI-SEAS into Team Function and Performance on Long Duration Exploration Missions*. Poster session at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
17. Frick, S.E., **Bedwell, W.L.**, Sun, X., & Zhu, Y. (2016, Feb.). *When do people prefer potential in male managers and achievement in female managers across cultures?* Poster presented at the Cross-Cultural Management Summit, Melbourne, FL.
18. Gray, R., Frick, S.E., & **Bedwell, W.L.** (2016, Feb.) *The effectiveness and value of virtual leader behaviors*. Poster presented at the Florida Undergraduate Research Conference, Tampa, FL.
19. Mathwich, J.R., Fletcher, K.A., & **Bedwell, W.L.** (2016, Feb.). *You've got mail: First steps in brief online email training design and evaluation*. Poster presented at the Florida Undergraduate Research Conference, Tampa, FL.
20. Fletcher, K.A., Frick, S.E., Ramsay, P.S., & **Bedwell, W.L.** (2015, July). *Synthesized team adaptation framework: Implications for adaptive team training*. Poster presented at the 10<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.
21. Frick, S.E., Fletcher, K.A., Ramsay, P.S., **Bedwell, W.L.** & Salas, E. (2015, July). *Team adaptation: A theoretically-driven and empirically-based heuristic*. Poster presented at the 10<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.
22. Grossman, M.R., **Bedwell, W.L.**, Summers, J.K., Ramsay, P.S., & Frick, S.E. (2015, Apr.). *A meta-analytic review of membership change, interdependence, and team performance*. Poster presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
23. Murray, J.L., Fletcher, K., Ramsay, P.S., & **Bedwell, W.L.** (2015, Apr.). *Comprehensive coding for verbal and nonverbal behavior in ICE teams*. Poster presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
24. Fletcher, K.A. & **Bedwell, W.L.** (2015, Apr.). *Recommendations for Cognitive Aids in Healthcare Team Handoffs*. Poster presented at the 4<sup>th</sup> Annual Symposium on Human Factors and Ergonomics Society in Health Care: Improving Outcomes, Baltimore, MD.
25. DeFina, A., Murray, J.L., Fletcher, K.A., Frick, S.E. & **Bedwell, W.L.** (2015, Apr.). *Training effects on video transcription task performance: A qualitative comparison of mindfulness training and task-based training*. Poster presented at the annual Undergraduate

Research and Arts Colloquium, University of South Florida, Tampa, FL.

26. Gerke, R.C., Fletcher, K.A., & **Bedwell, W.L.** (2015, Apr.). *Investigating antecedents to psychological capital*. Poster presented at the annual Undergraduate Research and Arts Colloquium, University of South Florida, Tampa, FL.
27. Manji, M.A., Pod, V., Fletcher, K.A., Frick, S.E., & **Bedwell, W.L.** (2015, Apr.). *Beta and the Big Five Facets*. Poster presented at the annual Undergraduate Research and Arts Colloquium, University of South Florida, Tampa, FL.
28. Larosa, K., Mathwich, J.R., Fletcher, K.A., Ramsay, P.S., & **Bedwell, W.L.** (2015, Apr.). *Training strategic cores: Trainee perceptions of shared and unique role comprehension*. Poster presented at the annual Undergraduate Research and Arts Colloquium, University of South Florida, Tampa, FL.
29. Fletcher, K.A., Telford, B.N., Frick, S.E., & **Bedwell, W.L.** (2015, Feb.). *Strain? Check! An analysis of the effects of checklist design on strain*. Poster presented at 2015 University of South Florida Health Research Day, Tampa, FL.
30. Frick, S.E., Fletcher, K.A., Mathwich, J.R., Thomas, W.C. & **Bedwell, W.L.** (2015, Feb.). *The Willingness to Treat the Ebola Virus*. Poster presented at 2015 University of South Florida Health Research Day, Tampa, FL.
31. Binsted, K., **Bedwell, W.L.**, Caldwell, B., Hunter, J., Kozlowski, S.W.J., Miller, C., & Roma, P.G. (2015, Jan.). *Preliminary results on team function and performance from the Hawaii Space Exploration Analog & Simulation (HI-SEAS)*. Symposium presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
32. Mansour, S., Fletcher, K.A., & **Bedwell, W.L.** (2014, Oct.). *Mindfulness in Organizational Settings: A Review of the Literature & Directions for Future Research in Leadership*. Poster presented at Florida Psychological Association, Bonita Springs, FL.
33. Baldeon, M, Murray, J, **Bedwell, W.L.**, Fletcher K.A., Ramsay, P.S., Voeller, M. (2014, Apr.). *Evaluating training reactions of visual thinking strategies in medical education*. Poster presented at the Undergraduate Research and Arts Colloquium, Tampa, FL.
34. Binsted, K., **Bedwell, W.L.**, Caldwell, B., Hunter, J., Kozlowski, S.W.J., Miller, C., & Roma, P.G. (2014, Sept.). *Determining key contributors to the maintenance and regulation of team function and performance on long duration exploration missions at the HI-SEAS analog habitat*. Presentation at the 65th International Astronautical Congress, Toronto, ON, Canada.
35. Fletcher, K.A., & **Bedwell, W.L.** (2014, Mar.) *Cognitive aids: Design suggestions for the medical field*. Poster presented at the 3<sup>rd</sup> Annual Symposium on Human Factors and Ergonomics in Health Care: Leading the Way, Chicago, IL.

36. Syed, S.A., Nukala, S. Marcano, J.L., **Bedwell, W.L.**, Haubner, L., & Raij, A. (2013). *Sensing and visualization tools for objective assessment and debriefing of high-risk neonatal scenarios*. Poster presented at the 21<sup>st</sup> Annual Medicine Meets Virtual Reality Conference, Manhattan Beach, CA.
37. **Bedwell, W.L.** (2013, Apr.). *Membership fluidity in teams: The state of the science*. Poster presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
38. Gregory, M.E., Zajac, S. A., **Bedwell, W.L.**, Kramer, W.S., & Salas E. (2013, Apr.). *Culture and transactive memory systems*. Poster presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
39. Ramsay, P.S., **Bedwell, W.L.**, Heyne, K., & Salas, E. (2013, Apr.). *Feedback in videogames: The effects on desired learning outcomes*. Poster presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
40. Manchikanti, S.S., Bhattiprolu, V. K., Syed, S.A., Haubner, L., **Bedwell, W.L.**, Cannon-Bowers, J., & Raij, A. (2012, Oct.). *Sensing and visualization tools for objective assessment and debriefing of high-risk team medical scenarios*. Poster presented at the University of South Florida's College of Engineering Research Day 2012.
41. Zajac, S.A., **Bedwell, W.L.**, Kramer, W.K., Salazar, M., & Salas, E. (2012, Aug.). *Collaborative performance: The role of culture in team adaptation*. Poster presented at the 120<sup>th</sup> Annual Conference of the American Psychological Association, Orlando, FL.
42. Zajac, S.A., **Bedwell, W.L.**, & Salas, E. (2012, Aug.). *Towards a model of team workload: A multilevel perspective*. Poster presented at the 120<sup>th</sup> Annual Conference of the American Psychological Association, Orlando, FL.
43. \*\*Ohland, M.W., Loughry, M.L., Salas, E., Woehr, D.J., Layton, R.A., Pomeranz, H.R., **Bedwell, W.L.**, Ferguson, D.M., Lyons, R., Heyne, K., Driskell, T. (2012, June) *SMARTER teamwork: System for management, assessment, research, training, education, and remediation for teamwork*. Poster presented at the 2012 American Society of Engineering Education Annual Conference, San Antonio, TX.
44. Mortenson, J.M., Ramsay, P.S., Kees, A., **Bedwell, W.L.**, Heyne, K., Pavlas, D., & Salas, E. (2012, Spring). Game adaptation and its effects on learning outcomes. Presented at the Showcase of Undergraduate Research Excellence at Univ. of Central Florida, Orlando, FL.
45. Ramsay, P.S., Mortenson, J.M., Kees, A., **Bedwell, W.**, Heyne, K., Pavlas, D., & Salas, E. (2012, Spring). Feedback & learning: Game-based assessment effects on learning outcomes. Presented at the Showcase of Undergraduate Research Excellence at University of Central Florida, Orlando, FL.
46. **Bedwell, W.L.**, Smith-Jentsch, K., Sierra, M.J., & Salas, E. (2012, Feb.). Team

Dimensional Training validation: A field study with flight controllers. Poster presented at the 2012 NASA Human Research Program Investigators' Workshop, Houston, TX.

47. Grossman, R., **Bedwell, W.L.**, Dietz, A.S., Benishek, L., Oglesby, J.M., Spencer, J., & Salas, E. (2012, Feb.). Best practices for team training. Poster presented at the 2012 NASA Human Research Program Investigators' Workshop, Houston, TX.
48. Grossman, R., **Bedwell, W.L.**, Burke, C.S., Thayer, A., Dietz, A.S., & Salas, E. (2012, Feb.). Modeling cohesion in long-duration spaceflight. Poster presented at the 2012 NASA Human Research Program Investigators' Workshop, Houston, TX.
49. **Bedwell, W.L.**, Smith-Jentsch, K.A., Sierra, M.J., & Carter-Berenson, D., (2011, July). *Organizational analysis for long-duration spaceflight teams: A fresh MTS perspective*. Poster presented at the 6<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Minneapolis, MN.
50. Carter-Berenson, D.R., Smith-Jentsch, K.A., Sierra, M.J., Weaver, S.J., **Bedwell, W.L.**, Dietz, A.S., Oglesby, J.M., Fiore, S., & Salas, E. (2011, May). *Long duration spaceflight work characteristics: A team task analysis*. Poster presented at the 16<sup>th</sup> International Symposium on Aviation Psychology, Dayton, OH.
51. Coultas, C., **Bedwell, W.L.**, Salas, E., Burke, S. (2011, Apr.). *Scalpels, not hacksaws: Culturally competent coaching*. Poster presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
52. Sierra, M.J., Smith-Jentsch, K.A., Carter, D., Weaver, S.J., & **Bedwell, W.L.** (2011, Apr.). *Disentangling the unique effects of Team Dimensional Training's design elements*. Poster presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology, Chicago, IL.
53. Fiore, S.M., & **Bedwell, W.L.** (2011, Apr.). *Team science needs teamwork training*. Poster presented at the 2<sup>nd</sup> Annual International Science of Team Science Conference, Chicago, IL.
54. **Bedwell, W.L.**, Smith-Jentsch, K., Weaver, S.J., Sierra, M.J., Fiore, S.M., Dietz, A., Carter, D., Oglesby, J., & Salas, E. (2011, Apr.). *Extreme teams: A training needs analysis for long-duration spaceflight*. Poster presented at the 18<sup>th</sup> IAA Humans in Space Symposium, Houston TX.
55. Dietz, A.S., Driskell, J.E., Weaver, S.J., **Bedwell, W.L.**, Sierra, M.J., & Salas, E. (2011, Apr.). *Assessing the role and effects of stress in long-duration spaceflight teams: A framework and training taxonomy*. Poster presented at the 18<sup>th</sup> IAA Humans in Space Symposium, Houston TX.
56. Oglesby, J.M., **Bedwell, W.L.**, Dietz, A.S., & Fiore, S.M. (2011, Apr.). *Developing a research methodology for studying aerospace teamwork in the laboratory*. Poster presented at the 18<sup>th</sup> IAA Humans in Space Symposium, Houston TX.

57. Smith-Jentsch, K., Salas, E., Fiore, S.M., Weaver, S.J., **Bedwell, W.L.**, Sierra, M.J., Dietz, A., Carter, D., & Oglesby, J. (2011, Apr.). *Integrated team training to support optimal crew performance in long duration space exploration*. Poster presented at the 18<sup>th</sup> IAA Humans in Space Symposium, Houston TX.
58. **Bedwell, W.L.**, Salazar, M., DiazGranados, D., Shuffler, M., Wildman, J., & Salas, E. (2010, July). *Cultural divide: The impact of cultural diversity on collaboration*. Poster presented at the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Washington, DC.
59. Layton, R., Loughry, M., Ohland, M., Pomeranz, H., **Bedwell, W.L.**, & Salas, E. (2010, July). *The effective management of student teams using the CATME/Team-Maker System*. Poster presented at the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Washington, DC.
60. Weaver, S.J., **Bedwell, W.L.**, Dietz, A., Salas, E., Smith-Jentsch, K., & Fiore, S.M. (2010, July). *The science of team performance & training: Fuel for the long voyage to mars*. Poster presented at the 5<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Washington, DC.
61. Wright, N., Pritchard, R.D., van Tuijl, H., **Bedwell, W.L.**, Weaver, S.J., Fullick, J.M., (2010, Apr.). *Controllability of performance measures*. Poster presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
62. Weaver, S.J., **Bedwell, W.L.**, Salas, E., Smith-Jentsch, K.A., Fiore, S.M. & Dietz, A. (2010, Feb.). *Team effectiveness in long duration spaceflight: A conceptual guiding framework*. Poster presented at the Annual NASA Human Research Program Investigator's Workshop, Houston, TX.
63. **Bedwell, W.L.**, Wildman, J.L., DiazGranados, D., Lazzara, E.H., Shuffler, M.L., Xavier, L., et al. (2009, July). *What is collaboration? A multidisciplinary review*. Poster presented at the 4<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
64. DiazGranados, D., **Bedwell, W.L.**, Wildman, J.L., Xavier, L.F., Lazzara, E.H., Shuffler, M.L., & Salas, E. (2009, July). *Multicultural collaboration: What makes it work?* Poster presented at the 4<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
65. Lazzara, E.H., **Bedwell, W.L.**, Wildman, J.L., DiazGranados, D., Shuffler, M.L., Xavier, L., et al. (2009, July). *Collective orientation and team performance*. Poster presented at the 4<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
66. Wooten, S.R., **Bedwell, W.L.**, Pavlas, D., Lazzara, E.H., Orvis, K., & Salas, E. (2009, Feb.). *An empirical examination of the gaming attribute "control."* Poster presented at the

30<sup>th</sup> Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Chicago, IL.

67. Wooten, S.R., **Bedwell, W.L.**, Pavlas, D., Lazzara, E.H., Orvis, K., & Salas, E. (2009, Feb.). *Creating a universal taxonomy of gaming attributes*. Poster presented at the 30<sup>th</sup> Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Chicago, IL.
68. **Bedwell, W.L.**, Wildman, J., Rosen, M.A., Fritzsche, B. A., Salas, E., & Burke, C.S. (2008, July). *Harmonizing the team: Cultural influences on team adaptation*. Poster presented at the 3<sup>rd</sup> Annual Interdisciplinary Network for Group Research Conference, Kansas City, MO.
69. Klein, C., Salas, E., DiazGranados, D., Lyons, R., **Bedwell, W.L.** & Weaver, S.J. (2008, July). *Investigating the prevalence, characteristics, and effectiveness of teams: A U.S. sample surveyed*. Poster presented at the 3<sup>rd</sup> Annual Interdisciplinary Network for Group Research Conference, Kansas City, MO.
70. Wildman, J.L., **Bedwell, W.L.**, Rosen, M.A., Fritzsche, B.A., Burke, C.S., & Salas, E. (2008, July). *Adaptation in multicultural teams: A measurement aid*. Poster presented at the 3<sup>rd</sup> Annual Interdisciplinary Network for Group Research Conference, Kansas City, MO.
71. Fullick, J.M., **Bedwell, W.L.**, Weaver, S.J. & Pritchard, R.D. (2008, Apr.). *I need you, you need me: Interdependence, representation, productivity*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
72. Weaver, S.J., **Bedwell, W.L.**, Fullick, J.M., & Pritchard, R.D. (2008, Apr.). *Enhancing productivity: Exploring the impact of task significance, autonomy, & organizational value congruence on interventional effectiveness*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
73. Wildman, J.L., **Bedwell, W.L.**, Rosen, M.A., Fritzsche, B.A., Burke, C.S., & Salas, E. (2008, Apr.). *So you want to measure team adaptation? Some guiding principles*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
74. **Bedwell, W.L.**, Wildman, J.L., Rosen, M.A., Fritzsche, B.A., Burke, C.S., & Salas, E. (2008, Mar.). *Multicultural teams and team adaptation: Key behavioral markers*. Poster presented at the 29<sup>th</sup> Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Denver, CO.
75. Weaver, S.J., **Bedwell, W.L.**, & Salas, E. (2008, Mar.). *Preventative diligence: A theoretical framework for training teams to cope with errors*. Poster presented at the Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Denver, CO.

76. Wildman, J., **Bedwell, W.L.**, Rosen, M.A., Fritzsche, B. A., Burke, C.S., & Salas, E. (2008, Mar.). *So you want to measure team adaptation? Some guiding principles*. Poster presented at the 29<sup>th</sup> Annual Industrial-Organizational Psychology and Organizational Behavior Conference, Denver, CO.
77. **Bedwell, W.L.**, Rosen, M.A., & Salas, E. (2008, Mar.). *Bridging the performance gap: A framework, model, and propositions regarding collaborative environments*. Poster presented at the American Psychological Association Divisions' 19 and 21 Annual Midyear Symposium, Fairfax, VA.
78. Lazzara, E.H., Wooten, S.R., **Bedwell, W.L.**, Pavlas, D., & Salas, E. (2008, Mar.). *Using games to improve learning in distributed teams*. Poster presented at the American Psychological Association Divisions' 19 & 21 Annual Midyear Symposium, Fairfax, VA.
79. Weaver, S.J., **Bedwell, W.L.**, Fiore, S.M. & Salas, E. (2008, Mar.). *Distributed teams: The impact of technology mediated interaction on team motivation*. Poster presented at the American Psychological Association Divisions' 19 & 21 Annual Midyear Symposium, Fairfax, VA.
80. Wildman, J.L., **Bedwell, W.L.**, Rosen, M.A., Fritzsche, B.A., Burke, C.S., & Salas, E. (2008, Mar.). *Adaptive team performance in multicultural teams: A framework and measurement tool*. Poster presented at the American Psychological Association Divisions' 19 & 21 Annual Midyear Symposium, Fairfax, VA.
81. **Bedwell, W.L.**, Weaver, S.J., Fullick, J.M., & Pritchard, R.D. (2007, Mar.). *Autonomy, technological complexity and productivity gain within the productivity enhancement and measurement system (ProMES)*. Poster presented at the 28<sup>th</sup> Annual Industrial Organizational Psychology and Organizational Behavior Conference, Indianapolis, IN.

\*\* indicates a corresponding Conference proceeding as noted above

## GRANTS

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1. RAPID: Systemic differences in employee outcomes from COVID-19 and the effectiveness of organizational response. (Dr. Enrica Ruggs, PI; 2030547), *National Science Foundation* (~\$112,000). Role: Co-Investigator. (2020 – present)
2. Using analog missions to develop effective team composition strategies for long duration space exploration. (Dr. Kimberly Binsted, PI; NNX15AN05G), *National Aeronautics and Space Administration* (~\$1,200,000). Role: Co-Investigator. (2015 – 2019).
3. Key contributors to the maintenance and regulation of team function and performance on long duration exploration missions (Dr. Kimberly Binsted, PI; NNX13AM78G), *National Aeronautics and Space Administration* (~\$1,100,000). Role: Co-Investigator. (2013 – 2016).



4. Using art for enhanced medical student training (Megan Voeller, PI), *Institute for Museum and Library Services Sparks! Ignition Grant for Museums* (\$25,000). Role: Research Scientist. (2010).

## **TEACHING & APPLIED PROFESSIONAL EXPERIENCE**

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- 2019 – Instructor  
Present *FCBE, Univ. of Memphis* *Memphis, TN*
- Teach online courses for the Department of Marketing & Supply Chain Management and the Department of Management
  - Serve on departmental committees
- 2017 – President  
Present *PACE Consulting Solutions, LLC* *Palm Harbor, FL*
- Redesigned onboarding for all future simulated Mars missions for a NASA-funded research project through analysis of individual crew end-of-mission debriefs
  - Created competency model for innovative electronic assessment of training transfer that not only enabled real-time team level performance evaluation, but also provided targeted individual performance feedback to improve succession planning
- 2017 – Adjunct Professor  
2019 *Kogod School of Business, American University* *Washington, DC*  
*School of Business, Quinnipiac University* *Hamden, CT*
- Taught MBA (Management of Orgs & Human Capital & Strategic Human Resource Management) and undergraduate business courses (Mgmt. & OB, Training & Dev., Strategic Mgmt., Performance Mgmt., & Career Advancement & Organizational Presence)
- 2012 – Assistant Professor  
2017 *Department of Psychology, University of South Florida* *Tampa, FL*
- Translated science of talent management and team performance into actionable solutions for HR, resulting in over 200 presentations, articles, and technical reports
  - Invited keynote speaker on adaptive performance for medical conference
  - Research scientist for Center for Advanced Medical Learning and Simulation
- 2007– Project Manager / Graduate Research Associate  
2012 *Institute for Simulation & Training, University of Central Florida* *Orlando, FL*
- Implemented debriefing training for large government agency, significantly shortening debriefs yet ensuring coverage of both individual *and* team performance
  - Developed simulation-based training initiatives for military and healthcare
  - Translated performance effectiveness and talent management science into 50+ presentations and articles on actionable best practices and evidence-based initiatives
  - Coached junior research associates, developing them into project managers
- 2002 – Organizational Development Consultant  
2009 *Various Organizations*

- Lead designer and facilitator for corporate-wide leader development initiative for over 200 executives of multinational organization, reducing overall training time from nearly two weeks to four days
  - Created online professional development course required for certification, tripling the number of course offerings each month
  - Coached educators on facilitation and course design skills to improve their ability to develop and deliver online courses
- 2000 – Project Manager & Instructional Designer
- 2002 *Advanced Learning Technologies, Univ System of GA Board of Regents*      *Athens, GA*
- Managed online course design process for award-winning courses
  - Trained faculty on effective design, shortening course development time by 10%
  - Developed multimedia content, saving course developmental costs
- 1999 – Distance Education Manager
- 2000 *University of Georgia*      *Athens, GA*
- Managed program and budget, increasing online course offerings by 30%
  - Transitioned content from face-to-face courses to online delivery
- 1997 – Learning & Development Specialist
- 1999 *Bechtel Power Corporation*      *Gaithersburg, MD*
- Developed and facilitated employee development initiatives, including new hire onboarding, management succession training, and executive coaching
- 1995 – Records Management Technician & Volunteer Trainer
- 1997 *The White House*      *Washington, DC*
- Streamlined volunteer training to reduce training time by 50%

## **TEACHING HISTORY**

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- Leadership & Negotiation (MGMT7501)***      *FCBE*
- Spr 2021 - MBA course covering various aspects of leadership, communication (including small groups), & negotiation      *Univ. of Memphis*
- Employee Staffing & Training/Development (MGMT4260)***      *FCBE*
- Spr 2021 - Deep dive into two specific areas of HRM: staffing and training/development      *Univ. of Memphis*
- Principles of Marketing (MKTG3010, 2 sections in Fall & Spr., 1 in Sum.)***      *FCBE*
- Fall 2019- - Introduction to the basic concepts used in the      *Univ. of Memphis*  
 Spr 2021      practice of marketing
- Strategic Management (MGMT4710, 2 sections in Fall & Spr.)***      *FCBE*
- Fall 2019- - Capstone course building upon and integrating concepts      *Univ. of Memphis*  
 Fall 2020      in variuos functional areas of business with a focus on strategic planning and execution
- Business Communication (MGMT3510)***      *FCBE*
- Fall 2019 - Provides an understanding of the principles of effective communication and the ability to apply these concepts in      *Univ. of Memphis*

solving management problems, especially in the form of written and oral business communication

<b><i>Management of Orgs. and Human Capital (MBA – MGMT609)</i></b>		<i>Kogod School of Business American University</i>
2017- Sum 2019	- Covers strategic and tactical issues designed to provide applied skills for org. structuring, org. culture, development, & leading/managing talent	
<b><i>Career Advancement &amp; Organizational Presence (BBA410)</i></b>		<i>School of Business Quinnipiac University</i>
Sum. 2019	- Provides necessary career management skills to identify, compete, and secure professional career opportunities	
<b><i>Management &amp; Organizational Behavior (MG210)</i></b>		<i>School of Business Quinnipiac University</i>
Spr. 2019	- Provides introduction to the functions and processes of management. and a foundation for managerial and entrepreneurial thinking	
<b><i>Performance Management (OL630)</i></b>		<i>School of Business Quinnipiac University</i>
Spr. 2019	- Focuses on role of management in formulating implementing, and evaluating business strategy, allowing students to apply accumulated knowledge to issues from a strategic viewpoint, encompassing all fundamental areas of business	
<b><i>Training &amp; Development (MG345)</i></b>		<i>School of Business Quinnipiac University</i>
Fall 2018	- Provides applied skills in conducting needs analyses, designing and implementing development initiatives, and evaluating programs to determine ROI	
<b><i>Graduate Seminar on Training/Development</i></b>		<i>Dept. of Psychology Univ. of South Florida</i>
Spr. 2013, 2015, 2017	- Examination of current science of training/development, from design through evaluation, including discussion of technology mediated development efforts	
<b><i>Graduate Seminar on Teams</i></b>		<i>Dept. of Psychology Univ. of South Florida</i>
Spr. 2014 & 2016	- Focus on providing foundation of teams, including composition, teamwork processes, performance measurement, and training/development	
<b><i>Motivation</i></b>		<i>Dept. of Psychology Univ. of South Florida</i>
Fall, Spr. & Sum. 2013-17	Face-to-face & Online sections	
Spr. 2011	Instructor of Record	<i>Univ. of Central Florida</i>
<b><i>Introduction to Research in IO Psychology</i></b>		<i>Dept. of Psychology Florida Institute of Technology</i>
Fall 2014-15	Guest Lecturer on Teams/Training	
<b><i>Research in IO Psychology</i></b>		<i>Dept. of Psychology Univ. of South Florida</i>
Fall 2012-15	Guest Lecturer on Teams/Training	

<b><i>Homeland Security &amp; Disaster Preparedness</i></b>		<i>School of Public Health</i>
Fall 2013	Guest Lecturer on Teams	<i>Univ. of South Florida</i>
<b><i>Advanced Research Education in Adolescent Behavioral Health</i></b>		<i>School of Public Health</i>
Fall 2013	Created online module on organizational theories and translational research	<i>Univ. of South Florida</i>
<b><i>Doctoral Theory in Public Health</i></b>		<i>School of Public Health</i>
Spr. 2013	Guest Lecturer on Organizational Theories	<i>Univ. of South Florida</i>
<b><i>Intro to Psychology</i></b>		<i>Dept. of Psychology</i>
Spr. 2013	Guest Lecturer on Research Topics in IO	<i>Univ. of Central Florida</i>
<b><i>Industrial/Organizational Psychology</i></b>		<i>Dept. of Psychology</i>
Fall 2011	Instructor of Record	<i>Univ. of Central Florida</i>
<b><i>Organizational Development</i></b>		<i>Hamilton Holt School</i>
Sum. 2012	Guest Lecturer on Teams & Training	<i>Rollins College</i>
Spr. 2010	Guest Lecturer on Teams & Training	
Fall 2009	Guest Lecturer on Teams & Training	
<b><i>Research Methods in Psychology Lab</i></b>		<i>Dept. of Psychology</i>
2006 – 07	Lab Instructor	<i>Univ. of Central Florida</i>
<b><i>Personality Theory</i></b>		<i>Dept. of Psychology</i>
Fall 2006	Graduate Teaching Assistant	<i>Univ. of Central Florida</i>

## **PROFESSIONAL DEVELOPMENT & SERVICE**

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### ***National Service to Affiliated Organizations***

2020 – present	Historian	<i>History Committee</i>
		<i>Society for Industrial and Organizational Psychology</i>
2018 – 2019	Chair	<i>Call for Proposals Sub-Committee of Conference Program Committee</i>
		<i>Society for Industrial and Organizational Psychology</i>
2016 – 2019	Chair	<i>Consortia Committee</i>
		<i>Society for Industrial and Organizational Psychology</i>
2016 – 2018	Doctoral Consortium Chair	<i>Board of Directors</i>
		<i>INGroup (Interdisciplinary Network for Group Researchers)</i>
2015 – 2019	Committee Member	<i>Graduate Student Scholarship Committee</i>
		<i>Society for Industrial and Organizational Psychology</i>
2013 – 2017	Committee Member	<i>Patient &amp; Healthcare Provider Safety Program Track</i>

*Healthcare Symposium, Human Factors and Ergonomics Society*

- 2015 Committee Member  
*Best Paper Awards Committee*  
*INGRoup (Interdisciplinary Network for Group Researchers)*
- 2013 – 2015 Chair  
*Doctoral Consortium Program Committee*  
*Society for Industrial and Organizational Psychology*
- 2013 – 2014 Committee Member  
*Community of Interest and Interactive Poster Sessions*  
*Society for Industrial and Organizational Psychology*
- 2012 – 2013 Co-Chair  
*Doctoral Consortium Program Committee*  
*Society for Industrial and Organizational Psychology*
- 2012 Student Member  
*Doctoral Consortium Program Committee*  
*Society for Industrial and Organizational Psychology*
- 2011 Program Chair  
*Steering Committee*  
*2012 Industrial-Organizational Psychology and Organizational Behavior*  
*Graduate Student Conference Hosted at UCF*
- 2010 – 2011 Graduate Student Member  
*APA Program Committee*  
*Society for Industrial and Organizational Psychology*
- 2010 Lead Resource Guide Developer  
*6<sup>th</sup> Annual Leading Edge Consortium*  
*Society for Industrial and Organizational Psychology*
- 2009 – 2010 Graduate Student Member  
*Scientific Affairs Committee*  
*Society for Industrial and Organizational Psychology*
- 2008 – 2010 President  
*Student Professionals for Industrial Organizational Psychology*  
*University of Central Florida*

***University/Departmental Service***

- 2019 – present Member *Dept. of Marketing & Supply Chain Mgmt.*  
*Online Standards Committee* *FCBE, Univ. of Memphis*
- 2020 – 2020 Member *Univ. of Memphis*  
*Training Cultural Competence Focus Group*  
*Subcommittee on Annual Conference on Race and Equality*

2020 – 2020      Member      *Dept. of Management*  
*MGMT3110 Curriculum/Textbook Review Team*      *FCBE, Univ. of Memphis*

## **EDITORIAL BOARDS & FUNDING AGENCY/JOURNAL/CONFERENCE REVIEWS**

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### ***Editorial Boards***

2015 – present      *Human Resource Management Review*  
2015 – present      *Group Dynamics: Theory, Research, and Practice*  
2014 – present      *Academy of Management Learning & Education*  
2013 – present      *Small Group Research*  
2012 – 2013      *Journal of Business and Psychology*; Special Issue – Inductive Research

### ***Funding Agency Reviews***

2017 & 2018      Swiss National Science Foundation Grant Proposal  
2014 & 2017      National Science Foundation Grant Proposal

### ***Journal Ad Hoc Reviews (alphabetical by year)***

2019 – present      *Frontiers in Psychology*  
2017 – present      *American Psychologist*  
2016 – present      *Journal of Vocational Behavior*  
2015 – present      *Cognitive Technology*  
2015 – present      *The Spanish Journal of Psychology*  
2015 – present      *Journal of Occupational and Organizational Psychology*  
2014 – present      *Journal of Management*  
2014 – present      *Journal of Organizational Behavior*  
2014 – present      *European Journal of Work and Organizational Psychology*  
2013 – present      *BMC Medical Research Methodology*  
2013 – present      *Group Process & Intergroup Relations*  
2013 – present      *IEEE Transactions on Human-Machine Systems*  
2013 – present      *International Journal of Training and Development*  
2013 – present      *Journal of Applied Psychology*  
2013 – present      *Organizational Psychology Review*  
2013 – present      *Simulation & Gaming*  
2012 – present      *Group & Organization Management*  
2012 – present      *Human Performance*  
2012 – present      *Journal of Business & Psychology*

2012 – present *Journal of Sports & Exercise Psychology*  
 2012 – present *Translational Behavioral Medicine: Practice, Policy, and Research*  
 2013 – 2015 *Human Resource Management Review*  
 2012 – 2014 *Group Dynamics: Theory, Research, & Practice*  
 2011 – 2014 *Academy of Management Learning & Education*  
 2010 – 2013 *Small Group Research*

**Conference Reviews**

2013 – present *Southern Management Association*  
 2012 – present *Society for Industrial and Organizational Psychology*  
 2010 – present *Interdisciplinary Network for Group Research*  
 2013 – 2017 *Human Factors & Ergonomics Society Healthcare Symposium*  
 2009 – 2017 *Academy of Management*

**AWARDS**

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2016	Best Student Paper	<i>Training Technical Group, HFES Annual Conference</i>
2015	Best Doctoral Paper	<i>OB Track, SMA Annual Mtg.</i>
2013	Dissertation Award Finalist	<i>Division 49 APA</i>
2010	Serious Games Research Showcase Finalist	<i>I/ITSEC</i>