Vita

Steve W. J. Kozlowski

Address

contributions (*Science Advocacy Award,* SIOP [2023]). In addition, I was a member of the National Academy of Sciences Committee on the Science of Team Science (2013-2015). This was a Consensus Committee charged with generating a science policy recommendation report to improve the effectiveness of federally funded research, which is largely based on multidisciplinary scientific teams. I was also a member of the American Psychological Association (APA), Advocacy Coordinating Committee (ACC; 2019-2021). The ACC directs the development, prioritization, and funding allocation (~$10M/yr) for APA's advocacy operations on Capitol Hill. I anticipate continuing my involvement in the policy advocacy space.

Another aspect of my policy activities is directed toward advancing open science practices in my field and beyond. I served as an Associate Editor (2002-2008) and then Editor-in-Chief (2009-2014) for the *Journal of Applied Psychology*, one of the oldest and largest of the APA core journals. Scientific fraud emerged as a problem during my tenure as the Chair of the APA Council of Editors and, thus, I was invited to serve as a member of the APA Task Force on Replication and Data Sharing (2013-2014). In 2019, I was selected to serve as the inaugural Chair of the APA Open Science and Methodology (OSM) Committee (2019-2020). During my tenure as chair, the OSM Committee made a series of open science policy recommendations that were accepted by the APA Publications & Communications (P&C) Board. These recommendations will substantially advance open science practices across core APA journals (some 30+ scientific journals). Journal publication policies shape scientific impact. Thus, I subsequently sought election to the APA P&C Board wher,p7 (our)-6.3 (nn1.1 (h)-s)-8 (ubsac)-8 (t)-af.2 (e)-1tnurna(o t)-1.1 (P)]TJ[(oc)-8 (e omght)-1.1 ton e tholiciesadv

Awards, Honors, and Recognition

Fellow of the Academy of Management Association (2024)
Distinguished University Professor, Department of Psychology, University of South Florida (2024)
Science Advocacy Award, Society for Industrial and Organizational Psychology (2023)
World Class Scholar, Department of Psychology, University of South Florida (2020)
Cross-

Academy of Management Association (Organizational Behavior, Human Resources

Kozlowski, S. W. J. (PI), Chao, G. T. (Co-PI), Braun, M. T. (Co-I), Grand, J. A. (Co-I), & Kuljanin, G. (Co-I). *A computational modeling approach to organizational effectiveness: Mapping the effects of leadership, group structure, and environmental shocks*. Army Research Institute for the Behavioral and Social Sciences (W911NF-14-1-0026). May 2014 to July 2020 [$1,234,579 total costs].

Kozlowski, S. W. J. (PI), Biswas, S. (Co-I), & Chang, C-H. (Co-I). *Measuring, monitoring, and regulating teamwork for long duration missions*. National Aeronautics and Space Administration (NNX13AM77G). August 2013 to August 2018 [$1,279,843 total costs].

Kozlowski, S. W. J. (PI), & Chao, G. T. (Co-PI). *A computational modeling approach to organizational effectiveness: Mapping the effects of leadership, group structure, and environmental shocks*. National Science Foundation (1533499). [$106,605 total costs]. August 2015 to August 2017.

Chao, G. T. (PI), & Kozlowski, S. W. J. (Co-PI). *Michigan State University symposium on multicultural psychology: Multicultural teams*. American Psychological Association CEMRRAT Implementation Grants Fund for Ethnic Minority Recruitment, Retention and Training in Psychology. June 2014 to November 2015 [$5000 total costs].

Kozlowski, S. W. J. (PI), Biswas, S. (Co-I), & Chang, C-H. (Co-I). *Monitoring and regulating teamwork*. National Aeronautics and Space Administration (NNX12AR15G). September 2012 to September 2014 [$100,000 total costs].

Fernandez, R. (PI), Kozlowski, S. W. J. (Co-I) et al. *Improving patient safety through simulation research*. Agency for Healthcare Research and Quality (HS20295). June 2011 to September 2015. [$1,050,000 total costs].

Kozlowski, S. W. J. (PI). *The Emergence, Assessment, and Measurement of Macrocognition: TEAM Macrocog Lab*. Office of Naval Research, Defense University Research Instrumentation Program (N00014-11-1-0778). June 2011 to September 2012 [$108,000 total costs].

Kozlowski, S. W. J. (PI), & Chao, G. T. (Co-PI). *Team knowledge: Origins, emergence, and measurement*. Office of Naval Research (N00014-09-1-0519). January 2009 to May 2014 [$1,365,614 total costs].

Kozlowski, S. W. J. (PI), DeShon, R. P. (Co-I), Schmitt, N. (Co-I), & Biswas, S. (Co-I). *Developing, maintaining, and restoring team cohesion*. National Aeronautics and Space Administration (NNX09AK47G). August 2009 to August 2013 [$1,199,857 total costs].

Kozlowski, S. W. J. (PI), & DeShon, R. P. (Co-I). *Optimizing dynamic resource allocation in teamwork*. Air Force Office of Scientific Research (FA9550-07-1-0483). June 2007 to November 2007 [$108,248 total costs].

Kozlowski, S. W. J. (PI), & DeShon, R. P. (Co-I). *OPTIMA Lab: Dynamic resource allocation and adaptability in teamwork*. Air Force Office of Scientific Research, Defense University Research Instrumentation Program (FA9550-05-1-0201). April 2005 to March 2006 [$98,492 total costs].

Kozlowski, S. W. J. (PI), & DeShon, R. P. (Co-I). *Dynamic resource allocation and adaptability in teamwork*. Air Force Office of Scientific Research (FA9550-05-1-0065). January 2005 to May 2007 [$440,000 total costs].

Klein, K. J. (PI), Kozlowski, S. W. J. (Co-I), & Xiao, Y. (Co-I). *Leadership: Enhancing team adaptability in dynamic settings*. Army Research Institute for the Behavioral and Social Sciences (1435-04-03-CT-71272 / Z856402). January 2002 to September 2006 [$699,878 total costs].

Kozlowski, S. W. J. (PI), & DeShon, R. P. (Co-I). *Enhancing learning, performance, and adaptability*. Air Force Office of Scientific Research (F49620-01-1- 60.001 Tc2414 (c)-8 (i)-9c.53 0 Tst 0 Tds] 0 Td)

Grote, G., & Kozlowski, S. W. J. (2023). Teamwork doesn't just happen - Policy recommendations from half a century of team research. *Behavioral Science & Policy, 9*(1), 59-76. https://doi.org/review10.1177/23794607231192734

Avolio, B. J., Keng-Highberger, F. T., Lord, R. G., Hannah, S. T., Schaubroeck, J., & Kozlowski, S. W. J. (2022). How leader and follower prototypical and antitypical attributes influence ratings of

Eckardt, R., Crocker, A., Ahn, Y., Floyd, S. W., Boyd, B., Hodgkinson, G. P., Kozlowski, S. W. J., Moliterno, T. P., & Starbuck, W. H. (2019). Reflections on the micro-macro divide: Ideas from the trenches and moving forward. *Strategic Organization, 17,* 385-402.

Fernandez, R., Rosenman, E., Olenick, J., Misisco, A., Brolliar, S. M., Chipman, A. K., Vrablick, M. C., Kalynych, C., Nichol, G., Kozlowski, S. W. J., & Chao, G. T. (2019). Leadership training improves performance during trauma resuscitations: A randomized controlled trial. *Academic Emergency Medicine, 26*(S1): S104. (Top 100 abstracts)

Kozlowski, S. W. J. (2019). Human capital resource emergence: Reflections, insights, and recommendations. In A. J. Nyberg & T. Moliterno (Eds.), *Handbook of research on strategic human capital resources* (pp. 113-129). Cheltenham, UK; Northampton, MA: Edward Elgar Publishing.

Kozlowski, S. W. J., & Bell, B. S. (2019). Evidence-based principles and strategies for optimizing team functioning and performance in science teams. In K. Hall, R. Croyle, & A. Vogel (Eds.), *Strategies for team science success: Handbook of evidence-based principles for cross-disciplinary science and practical lessons learned from health researchers* (pp. 269-293). New York: Springer. [Refereed]

Mak, S., & Kozlowski, S. W. J. (2019). Virtual teams: Conceptualization, integrative review, and research recommendations. In R. Landers, (Ed.), *The Cambridge handbook of technology and employee behavior* (pp. 441-479). Cambridge, UK. The Cambridge University Press.

Rosenman, E. D., Misisco, A., Olenick, J., Chipman, A. K., Vrablik, M. C., Brolliar, S. M., Kalynych, C., Grand, J. A., Chao, G. T., Kozlowski, S. W. J., Fernandez, R. (2019). Does gender matter? Addressing the question of gender superiority in resuscitation leadership. *Circulation, 140*, no. Suppl_2: A190.

Dudzik, B., Broekens, J., Neerincx, M., Olenick, J., Chang, C.-H., Kozlowski, S. W. J., & Hung, H. (2018). Discovering digital representations for remembered episodes from lifelog data. *Proceedings of the workshop on modeling cognitive processes from multimodal data*. Article No. 13. DOI: 10.1145/3279810.3279850.

Golden, S. J., Chang, C.-H., & Kozlowski, S. W. J. (2018). Teams in isolated, confined, and extreme (ICE) environments: A review and integration. *Journal of Organizational Behavior, 39,* 701-715.

Kozlowski, S. W. J. (2018). Enhancing the effectiveness of work groups and teams: A reflection. *Perspectives on Psychological Science, 13,* 205-212.

Kozlowski, S. W. J., & Chao, G. T. (2018). Unpacking team process dynamics and emergent phenomena: Challenges, conceptual advances, and innovative methods. *American Psychologist, 73,* 576-592.

Rosenman, E. D., Dixon, A. J., Webb, J. M., Brolliar, S., Golden, S. J., Jones, K. A., Shah, S., Grand, J. A., Kozlowski, S. W. J., Chao, G. T., Fernandez, R. (2018). A simulation-based approach to measuring team situational awareness in emergency medicine: A multicenter, observational study. *Academic Emergency Medicine, 25,* 196-204.

Zhang, Y., Olenick, J., Chang, C.-H., Kozlowski, S. W. J., & Hung, H. (2018). TeamSense: Assessing personal affect and group cohesion in small teams through dyadic interaction and behavior analysis with wearable sensors. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies*, *2*(3). Article No. 150. DOI: 10.1145/3264960.

Zhang, Y., Olenick, J., Chang, C.-H., Kozlowski, S. W. J., & Hung, H. (2018). The I in team: Mining personal social interaction routine with topic models from long-term team data. *Proceedings of the*

Vosburgh, R., Connell, L., Jackson, H., Kozlowski, S., Smart, J., & Wright, P. (2015). What can HR associations do to advance the profession? *People + Strategy Journal, 38(4)*, 26-32.

Baard, S. K., Rench, T. A., & Kozlowski, S. W. J. (2014). Performance adaptation: A theoretical integration and review. *Journal of Management, 40,* 48-99.

Ford, J. K., Kozlowski, S. W. J., & Ryan, A. M. (2014). Solutions in search of the problem: Innovation, flexibility, and graduate education. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 99,* 390-403*.*

Hoch, J., & Kozlowski, S. W. J. (2014). Leading virtual teams: Hierarchical leadership, structural supports, and shared team leadership. *Journal of Applied Psychology, 99,* 390-403.

Fernandez, R., Pearce, M., Grand, J.A., Rench, T.A., Jones, K.A., Chao, G.T., & Kozlowski, S.W.J. (2013). Evaluation of a computer-based educational intervention to improve medical teamwork and performance during simulated patient resuscitations. *Critical Care Medicine, 11,* 2551-2562.

- Following medical convention, senior authors Kozlowski & Chao appear last.

Grand, J. A., & Kozlowski, S. W. J. (2013). Eight basic principles for adaptability training in synthetic learning environments. In C. Best, G. Galanis, J. Kerry, & R. Sottilare (Eds.), *Fundamental issues in defense training and simulation* (pp. 97-113). Surrey, UK: Ashgate.

Grand, J. A., Pearce, M., Rench, T., Fernandez, R., Chao, G. T., & Kozlowski, S. W.

Kozlowski, S. W. J. (2012). The nature of organizational psychology. In S. W. J. Kozlowski (Ed.), *The Oxford handbook of organizational psychology* (pp. 3-21). New York: Oxford University Press.

Kozlowski, S. W. J. (2012). Groups and teams in organizations: Studying the multilevel dynamics of emergence. In A. B. Hollingshead & M. S. Poole (Eds.), *Research methods for studying groups and teams: A guide to approaches, tools, and technologies* (pp. 260-283). New York, NY: Routledge.

Kozlowski, S. W. J. & Chao, G. T. (2012). Macrocognition, team learning, and team knowledge: Origins, emergence, and measurement. In E. Salas, S. Fiore, & M. Letsky (Eds.), *Theories of team cognition: Cross-*

Kozlowski, S. W. J., & Mongillo, M. (1992). The nature of conceptual similarity schemata: Examination of some basic assumptions. *Personality and Social Psychology Bulletin*, *18*, 88-95.

Ostroff, C., & Kozlowski, S. W. J. (1992). Organizational socialization as a learning process: The role of information acquisition. *Personnel Psychology*, *45*, 849-874.

Gardner, P. D., Kozlowski, S. W. J., & Hults, B. M. (1991). Will the *real* prescreening criteria please stand up? *Journal of Career Planning and Employment*, *51*(2), 57-60.

Kozlowski, S. W. J., & Ford, J. K. (1991). Rater information acquisition processes: Tracing the effects of prior knowledge, performance level, search constraint, and memory demand. *Organizational Behavior and Human Decision Processes*, *49*, 282-301.

Kozlowski, S. W. J., & Doherty, M. L. (1989). An integration of climate and leadership: Examination of a neglected issue. *Journal of Applied Psychology*, *74*, 546-553.

Kozlowski, S. W. J. (1988). Technological innovation and human resource management: Facing the challenge of change. In R. S. Schuler, S. A. Youngblood, & V. L. Huber (Eds.), *Readings in personnel and human resource management* (3rd ed.). New York: West Publishing (reprint).

Kozlowski, S. W. J., & Farr, J. L. (1988). An integrative model of updating and performance. *Human Performance*, *1*, 5-29.

Kozlowski, S. W. J. (1987). Technological innovation and strategic human resource management: Facing the challenge of change. *Human Resource Planning*, *10*, 69-79.

Kozlowski, S. W. J., & Hults, B. M. (1987). An exploration of climates for technical updating and performance. *Personnel Psychology*, *40*, 539-563.

Kozlowski, S. W. J., & Kirsch, M. P. (1987). The systematic distortion hypothesis, halo, and accuracy: An individual-level analysis. *Journal of Applied Psychology*, *72*, 252-261.

Chao, G. T., & Kozlowski, S. W. J. (1986). Employee perceptions on the implementation of robotic manufacturing technology. *Journal of Applied Psychology*, *71*, 70-76.

Kozlowski, S. W. J., & Hults, B. M. (1986). Joint moderation of the relationship between task complexity and job performance for engineers. *Journal of Applied Psychology*, *71*, 196-202.

Kozlowski, S. W. J., Kirsch, M. P., & Chao, G. T. (1986). Job knowledge, ratee familiarity, conceptual similarity, and halo error: An exploration. *Journal of Applied Psychology*, *71*, 45-49.

Sackett, P. R., Callahan, C., DeMeuse, K., Ford, J. K., & Kozlowski, S. W. J. (1986). Changes over time in research involvement by academic and non-academic psychologists. *The Industrial-Organizational Psychologist*, *24* (1), 40-43.

Jacobs, R. R., & Kozlowski, S. W. J. (1985). A closer look at halo error in performance ratings. *Academy of Management Journal*, *28*, 201-212.

Farr, J. L., Dubin, S. S., Enscore, E. E., Kozlowski, S. W. J., & Cleveland, J. N. (1983). Relationships among individual motivation, work environment and updating in engineers. *Psychological Documents*, *13*, 16. (Ms. No. 2563).

Farr, J. L., Enscore, E. E., Dubin, S. S., Cleveland, J. N., & Kozlowski, S. W. J. (1983). Behavior anchored scales - A method for identifying continuing education needs of engineers. *Psychological Documents*, *13*, 16. (Ms. No. 2562).

Jacobs, R. R., Kozlowski, S. W. J., & Shotland, R. L. (1982). The problem in predicting the outcomes of National Football League games and other phenomena of equivalent interest. *Basic and Applied Social Psychology*, *3*, 249-257.

Invited Presentations/Meetings

Kozlowski, S. W. J. (January, 2024). *Process theorizing and computational modeling: Advancing the science of organizations.* Colloquium presented to the Industrial & Organizational Psychology Program, University of Connecticut, Storrs, CT. [Virtual]

Kozlowski, S. W. J. (2023, June). *Process theorizing and computational modeling: Advancing organizational research on uncertainty*. ETH Zurich Uncertainty Summer School, Ascona, Switzerland.

Kozlowski, S. W. J., Chao, G. T., Braun, M. T., Grand, J. A., & Kuljanin, G. (2023, March). *Adaptation dynamics in team systems: A multilevel process-oriented computational modeling paradigm.* Army Research Institute for the Behavioral and Social Sciences (W911NF2210005). Program Review. Fort Belvoir, VA. [Virtual].

Kozlowski, S. W. J. (January, 2023). *Process theorizing and computational modeling: Advancing organizational science.* Colloquium presented to the Industrial & Organizational Psychology Program, Wayne State University, Detroit, MI. [Virtual].

Kozlowski, S. W. J., Chao, G. T., Braun, M. T., Grand, J. A., & Kuljanin, G. (2022, March). *Adaptation dynamics in team systems: A multilevel process-oriented computational modeling paradigm.* Army Research Institute for the Behavioral and Social Sciences (W911NF2210005). Program Kick Off. Fort Belvoir, VA. [Virtual].

Kozlowski, S. W. J. (2021, October). *Organizational systems, leadership, and teamwork*. NSF- Engineering Research Center Workshop. [Virtu

Kozlowski, S. W. J. (2018, October). *Organizational systems, leadership, and teamwork (Keynote)*. Accelerating Engineering Research Center Preparedness Workshop. Arlington, VA.

Kozlowski, S. W. J. (2018, September).

Kozlowski, S. W. J. (2017, April). Panelist. In R. N. Landers & T. Kinney (Chairs), *How the world changes I-O as I-O changes the world*. Panel discussion presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kozlowski, S.W.J., Chao, G.T., Braun, M. T., Grand, J. A., & Kuljanin, G. (2017, March). *A computational modeling approach to organizational effectiveness: Mapping the effects of leadership, group structure,*
- *and environmental sn Rlev (s)-8 -1 (ew)-1.1 (N)-2.9 (U-1.1 (n R)-14.9 (,)-1.1 (S)-9.7 (A)-1.1 (t)-1.1 (c)-8 (o)-12.3 Rl)3.1*

Kozlowski, S. W. J. (2014, November). *Emergent phenomena and process dynamics: The next frontier for team research.* Presented at the Society for Organizational Behavior Meeting, University of Central Florida, Orlando, FL.

Kozlowski, S. W. J. (2014, June). *The emergence and dynamics of team processes: Implications for leadership*. Presented at the New Directions in Leadership Research Conference, Erasmus Centre for Leadership Studies, Rotterdam School of Management, Erasmus University, Netherlands.

Kozlowski, S. W. J. (2014, April). *Emergent phenomena and process dynamics: The next frontier for team research*. Colloquium presented at the Department of Organizational Studies, Tilburg University, Netherlands.

K

Kozlowski, S. W. J. (2009, May). *Enhancing individual and team adaptation: Learning, regulation, and development*. Colloquium presented at the School of Management, Queensland University of Technology, Brisbane, Queensland, Australia.

Kozlowski, S. W. J. (2009, May). *Enhancing individual and team adaptation: Learning, regulation, and development*. Colloquium presented at the Department of Psychology, University of Queensland, Brisbane, Queensland, Australia.

Kozlowski, S. W. J. (2009, April). *Enhancing individual and team adaptation: Learning, regulation, and development*. Colloquium presented at the Department of Management, Bond University, Gold Coast, Queensland, Australia.

Kozlowski, S. W. J. (2009, April). *Publishing in top-tier journals: Tips and guidelines*. Colloquium presented at the Department of Management, Bond University, Gold Coast, Queensland, Australia.

Kozlowski, S. W. J. (2009, March). *Team knowledge: Origin, emergence, and measurement*. Collaboration

Kozlowski, S. W. J. & DeShon, R. P. (2007, July).

Kozlowski, S. W. J. (2001, May). *Training in the 21st*

Kozlowski, S. W. J. (1991, November). *Organizational downsizing*. Invited talk sponsored by the U.S. Army War College, Strategic Studies Institute and hosted by Southern Methodist University, Dallas, TX.

Kozlowski, S. W. J. (2019, August). Multilevel theory, dyadic networks, and emergent phenomena in organizational systems. In A. Crocker, R. Eckardt, Y. Ahn, & S. W. Floyd (Organizers), *Dyads in*

Kozlowski, S. W. J. (2019, February). Capturing the dynamics of team processes. In N. Contractor (Chair), *Understanding and enabling teams for future missions to Mars.*

Webb, J. M., Olenick, J., Dixon, A. J., Binsted, K., Chang, C.-H., & Kozlowski, S. W. J. (2017, April). Comparing long-duration team dynamics in a Mars exploration simulation. In L. DeChurch, S. Bell, & N. Contractor (Chairs), *Exploring new frontiers: Building better teams on Earth and beyond*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Binsted, K. A., Basner, M., Bedwell, W., Bishop, S., Caldwell, B. Chang, C.-H., Hunter, J., Kozlowski, S. W. J., Roma, P. Shiro, B., & Wu, P. (2017, January). *Investigations at HI-SEAS into team function and performance on, and crew composition for, long duration exploration missions*. Presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.

Dixon, A. J., Webb, J. M., Chang, C.-H., & Kozlowski, S. W. J. (2017, January). *An investigation into team dynamics with the Human Exploration Research Analog*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.

Kozlowski, S. W. J. (2016, April). Research relevance. In S. Fiore (Chair), *Developing national research policy with use-inspired science for organizational research*. Panel Discussion presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Kozlowski, S. W. J., Chang, C

Kozlowski, S. W. J., & Chang, C.-

Kozlowski, S. W. J. (2014, August). Expert panelist. In I. Purvanova, S. Charlier, & J. Hoch (Chairs), *Researching virtual teams: Tips and strategies from virtual teams scholars and practitioners*. Professional development workshop conducted at the 74th Annual Convention of the Academy of Management Association, Philadelphia, PA.

Kozlowski, S. W. J., Chang, C.-H., Baard, S. K., & Ayton, J. (2014, August). *Understanding team psycho-social dynamics in long duration Antarctic missions.* Paper o PhRded 1 (&)2.4 ( )-12.2 (A)2. ((A))Tj-0.002 Tc 001 Tc

Kozlowski, S. W. J. (2014, January). Expert Panel Member. In R. Fernandez (Chair), *Simulation-based team leadership training in healthcare action teams: an overview of the literature and insight into team leadership science*. International Meeting on Simulation in Healthcare, San Francisco, CA.

Grand, J. A., Pearce, M., & Kozlowski, S. W. J. (2013, August). Investigating the episodic relationship between team processes and performance. In M. R. Kukenberger (Chair), *Modeling and understanding teams as dynamic entities*. Symposium presented at the 73rd Annual Convention of the Academy of Management Association, Orlando, FL.

Kozlowski, S. W. J. (2013, August). Emergent phenomena. In R. Eckardt, A. Crocker, & T. P. Moliterno (Chairs), *Empirical investigation of multilevel research questions in strategy*. Professional Development Workshop presented at the 73rd Annual Convention of the Academy of Management Association, Orlando, FL.

Kozlowski, S. W. J. (2013, August). Longitudinal research designs: Key considerations. In A. Shipp & Y. Fried (Chairs), *How should I study time? A temporal tutorial and workshop*. Professional Development Workshop presented at the 73rd Annual Convention of the Academy of Management Association, Orlando, FL.

Kozlowski, S. W. J., & Liao, H. (2013, August). Looking upward and downward in the organization: Multilevel theory and methods in strategic HRM research. In I. Fulmer, J. Delery, & J. Guthrie (Chairs), *The next big questions: Expanding the HR-performance research agenda*. Professional Development Workshop presented at the 73rd Annual Convention of the Academy of Management Association, Orlando, FL.

Kozlowski, S. W. J. (2013, July). Panelist. In R. Asencio (Chair), *Computational social science: Leveraging "big data" for groups research*. Panel discussion presented at the 8th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Atlanta, Georgia.

Kozlowski, S. W. J., Chang, C.-H., Pearce, M., Baard, S. K., Kermond, C. M., Xie, H. & Golden, S. (2013, July). *Teamwork in the Antarctic: Cohesion in isolated, confined, and extreme (ICE) environments*. Presented at the 19th Humans in Space Symposium, Cologne, Germany.

Pearce, M., Rench, T. A., Braun, M. T., Baard, S. K., DeShon, R. P., Chang, C.-H., & Kozlowski, S. W. J. (2013, February). *Exploring cohesion over time in an astronaut analog environment*. NASA Human Research Program Investigators' Workshop, Galveston, TX.

Fernandez, R., Pearce, M., Grand, J. A., Rench, T. A., Brooks-Buza, H., Chao, G. T., & Kozlowski, S. W. J. (2013, January*). A computer-based educational intervention improves medical teamwork and performance during simulated patient resuscitations*. Poster presented at the 13th International Meeting on Simulation in Healthcare, Orlando, Florida.

Grand, J. A., Pearce, M., Rench, T. A., Chao, G. T., Fernandez, R., & Kozlowski, S. W. J. (2013, January). *Going DEEP: A procedural methodology for developing and improving assessment tools for simulation-based team training initiatives*. Podium presentation at the 13th International Meeting on Simulation in

Pearce, M., Rench, T., Braun, M., Firth, B, Baard, S., DeShon,R. P., & Kozlowski, S. W. J. (2011, April). Dynamic interplay of cohesion, conflict, and performance in virtual teams. In T. Rench & S. W. J. Kozlowski (Chairs), *Teams in space – A new frontier for organizational psychology*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kozlowski, S. W. J. (2011, April). Discussant. In E. David & K. Keeton (Chairs), *Staying alive! Training high-risk teams for self-correction*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kozlowski, S. W. J., Chao, G. T., Grand, J., Keeney, J., Braun, M., & Kuljanin, G. (2011, April). Macrocognition and teams: The emergence and measurement of team knowledge In G. T. Chao & S. W. J. Kozlowski (Chairs), *Macrocognition: The next frontier for team cognition research*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kozlowski, S. W. J., DeShon, R. P., Schmitt, N., Biswas, S., Hough, L., & Locke, J. (2011, April). *Developing, maintaining, and restoring team cohesion*. Presented at the 18th IAA Humans in Space Symposium, Houston, TX. [http://www.dsls.usra.edu/meetings/iaa2011/pdf/2056.pdf]

Curran, P. G., Kozlowski, S. W. J., Firth, B., Kuljanin, G., Park, G., & DeShon, R. P. (2010, August). Metacognition and frequency of feedback: Effects on self-regulation. In A. M. Schmidt & J. W. Beck (Chairs), *Any which way you can: Resource allocation among competing demands*. Symposium presented at the at the 70th Annual Convention of the Academy of Management Association, Montreal, Quebec, Canada.

Kozlowski, S. W. J. (2010, August). Editor/Participant. In J. R. Edwards (Chair), *Ethics in the publication process: Policy, practice, and consequences*. Symposium presented at the 70th Annual Convention of the Academy of Management Association, Montreal, Quebec, Canada.

Kozlowski, S. W. J. (2010, August). Human capital: A psychological perspective. In J. C. Molloy & C. Chadwick (Chairs), *Do You See What I See? Bridging Disciplinary Divides in Human Capital Scholarship*. Symposium presented at the 70th Annual Convention of the Academy of Management Association, Montreal, Quebec, Canada.

Kozlowski, S. W. J. (2010, February). *Developing, maintaining, and restoring team cohesion*. NASA Behavioral Health and Performance Investigator's Workshop, Houston, TX.

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