

**Susan G. Straus**  
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**Education**

1992 Ph.D., Industrial/Organizational Psychology, University of Illinois at Urbana-Champaign.  
Minor: Quantitative Psychology.  
1990 M.A., Industrial/Organizational Psychology, University of Illinois at Urbana-Champaign.  
1984 B.A. with High Distinction, Psychology, University of Michigan, Ann Arbor.

**Professional Experience**

Research Quality Assurance Manager, Education & Labor, Social and Economic Well-Being Divisions,  
RAND Corporation, 2018 – present  
Senior Behavioral Scientist, RAND Corporation, 2012 – present  
Behavioral Scientist, RAND Corporation, 2001 - 2012  
Adjunct Associate Professor, Human-Computer Interaction Institute, Carnegie Mellon University,  
2002 – 2012  
Assistant Professor, Tepper School of Business, Carnegie Mellon University, 1991 - 2000  
Compensation Analyst, Raychem Corporation, Menlo Park, California, 1984 - 1986

**Research Interests**

- Social impacts of technology in organizations
- Distributed learning
- Health information technology
- Team dynamics and performance
- Program evaluation

**Extramural Support**

Principal Investigator, “Investigative Operations Workload Study,” Department of Homeland Security,  
2018-2019.

Co-Principal Investigator, “Recruiting, Training, and Retaining Army Cryptologic Language Analysts,”  
United States Army, 2018.

Co-Principal Investigator, “Improved Officer Decision Making and Stress Management with Virtual  
Environments,” U.S. Department of Justice, 2017-2019, \$914,757.

Principal Investigator, “Assessment of Federal Air Marshal Service Auditing Processes and Procedures,”  
Department of Homeland Security, 2017-2018.

Co-Principal Investigator, “Using Virtual Training Capabilities to Enhance Collective Training,” United  
States Army, 2015-2016.

Principal Investigator, “Assessing Leader Development in Professional Military Education,” United  
States Army, 2015-2016.

Co-Principal Investigator, "Assessing Analytic Proficiencies," United States Army, 2013-2015.

Co-Principal Investigator, "Evaluation of U.S. Army Asymmetric Warfare Adaptive Leader Program," United States Army, 2012-2013.

Principal Investigator, "VOSS - Use of Web 2.0 Technologies to Build Communities of Practice among K-12 Science Educators," National Science Foundation, 2011-2014, \$399,908.

Principal Investigator, "Enhancing Distributed Learning for Leader Education Through Blended-Learning Methods and Technologies," United States Army, 2011-2012.

Co-Principal Investigator, "Policy Issues for Health Information Technology and Health Informatics," U.S. Army Medical Research and Materiel Command, 2011.

Co-Principal Investigator, "Assessing Effectiveness of the Intermediate Level Education Program," United States Army, 2010-2011.

Co-Principal Investigator, contract entitled "National STEM Digital Library/Distributed Learning: Phase 3 Evaluation," (Tora Bikson, PI). National Science Foundation, 2010-2015, \$653,216.

Principal Investigator, "Information Technology Approaches to Evaluating the Quality of Army Training," United States Army, 2008-2010.

Co-Principal Investigator, contract entitled, "Testing the Effects of Group Interaction in Analysis," United States Government, 2007-2008.

Co-Principal Investigator, contract entitled "Monitoring and Evaluating the FBI's BlackBerry Trial," 2004-2006.

Co-Principal Investigator, grant entitled "Distributed Teams: Relational Development over Time," Citigroup Behavioral Sciences Research Council, 2000.

### **Peer-Reviewed Publications**

Karam, R., **Straus, S. G.**, Byers, A., Kase, C., & Cefalu, M. (2018). The role of online communities of practice in promoting sociotechnical capital among science teachers. *Educational Technology Research and Development*, 66(2), 215-245, published online <https://doi.org/10.1007/s11423-017-9541-2>, September 2017.

**Straus, S. G.**, Chen, A. H., Yee, H. F., Kushel, M. B., & Bell, D. S., (2011). Implementation of an electronic referral system for outpatient specialty care. *Proceedings of the American Medical Informatics Association Symposium*, 1337-1346.

Bell, D.S., **Straus, S.G.**, Belson, D, et al. (2011, September). *A Toolset for E-Prescribing Implementation in Physician Offices* (Prepared by RAND Corporation under Contract No. HHS A 290-2006-00017, TO #4). AHRQ Publication No. 11-0102-EF. Rockville, MD: Agency for Healthcare Research and Quality.

- Crosson, J. C., Etz, R. S., Wu, S., **Straus, S. G.**, Eisenman, D., & Bell, D. S. (2011). Meaningful use of electronic prescribing in 5 exemplar primary care practices. *Annals of Family Medicine, 9*(5), 392-397.
- Dalal, S., Khodyakov, D., Srinivasan, R., **Straus, S.** & Adams, J. (2011). ExpertLens: A system for eliciting opinions from a large pool of non-collocated individuals with diverse expertise. *Technological Forecasting and Social Change, 78*, 1426-1444.
- Straus, S. G.**, Parker, A. M., & Bruce, J. B. (2011). The group matters: A review of processes and outcomes in intelligence analysis. *Group Dynamics: Theory, Research, and Practice, 15*(2), 128-146. DOI: 10.1037/a0022734.
- Straus, S. G.**, Bikson, T. K., Balkovich, E., & Pane, J. F. (2010). Mobile technology and action teams: Assessing BlackBerry use in law enforcement units. *Computer-Supported Cooperative Work, 19*(1), 45-71. [DOI 10.1007/s10606-009-9102-2](https://doi.org/10.1007/s10606-009-9102-2).
- Stoto, M., **Straus, S. G.**, Bohn, C., & Irani, P. (2009). A Web-based tool for assessing and improving the usefulness of community health assessments. *Journal of Public Health Management and Practice, 15*, 10-17.
- Wilson, J. M., **Straus, S. G.**, & McEvily, W. J. (2006). All in due time: The development of trust in electronic and face-to-face groups. *Organizational Behavior and Human Decision Processes, 99*, 16-33.
- Olivera, F., & **Straus, S. G.** (2004). Group-to-individual transfer of learning: Cognitive and social factors. *Small Group Research, 35*, 440-465.
- Straus, S. G.**, & Miles, J. A., & Levesque, L. (2001). The effects of videoconference, telephone, and face-to-face media on judgments in employment interviews. *Journal of Management, 27*, 363-381.
- Straus, S. G.** (1999). Testing a typology of tasks: An empirical validation of McGrath's (1984) group task circumplex. *Small Group Research, 30*, 166-187.
- Straus, S.G.** (1997). Technology, group process, and group outcomes: Testing the connections in computer-mediated and face-to-face groups. *Human-Computer Interaction, 12*, 227-266.
- Straus, S.G.** (1996). Getting a clue: Communication media and information distribution effects on group process and performance. *Small Group Research, 27*, 115-142.
- Straus, S. G.**, & McGrath, J. E. (1994). Does the medium really matter? The interaction of task type and technology on group performance and member reactions. *Journal of Applied Psychology, 79*, 87-97.

## **Chapters**

Shanley, M. S., **Straus, S. G.**, Lewis, M. W., Rothenberg, J., & Leuschner, K. J. (2010). Reuse of learning content. In R. A. Wisher, P. Jesukiewicz, and B. H. Khan (Eds.), *Learning on Demand: ADL and the Future of E-Learning*. ADL Initiative: Alexandria, VA.

**Straus, S. G.**, & Olivera, F. (2000). Knowledge acquisition in virtual teams. In Griffith (Ed.), *Research on Managing Groups and Teams, Vol. 3*, JAI Press.

**Straus, S. G.**, Weisband, S., & Wilson, J. M. (1998). Human resource management practices in the networked organization: Impacts of electronic communication systems. In D. Rousseau and C. Cooper (Eds.), *Trends in Organizational Behavior, 5*, 127-154.

## **RAND Peer-Reviewed Technical Reports**

Dalzell, S., Schnaubelt, C. M., Linick, M., Gulden, T. R., Colabella, L. P., **Straus, S. G.**, Sladden, J., Jensen, R., Olson, M., Donohue, A., Hastings, J., Smith, L. H., Reininger, H.A., Speed, P. (2019). *Main Command Post-Operational Detachments (MCP-ODs) and Division Headquarters Readiness*. RAND RR-2615-A.

**Straus, S. G.**, Lewis, M. W., Connor, K., Eden, R., Boyer M. E., Marler, T., Carson, C. M., Grimm, G. E., & Smigowski, H. (2019). *Collective Simulation-Based Training in the U.S. Army: User Interface Fidelity, Costs, and Training Effectiveness*. RAND RR-2250-A.

**Straus, S. G.**, McCausland, T. C., Grimm, G. E., & Giglio, K., (2018). *Malleability and Measurement of Army Leader Attributes*. RAND RR-1583-A.

Lytell, M. C., **Straus, S. G.**, Serena, C. C., Grimm, G. E., Doty, J. L., Wenger, J. W., Golay, A. A., Naber, A. M., Grammich, C. A., & Fowler, E. S., (2017). *Assessing Competencies and Proficiency of Army Intelligence Analysts Across the Career Life Cycle*. RAND RR-1851-A.

Bikson, T. K., **Straus, S.G.**, Agnew, G., Kalra, N., McArthur, D. J., Crompton, H., Kase, C. A., & Leuschner, K., (2017). *Digital Resources for STEM Educators and Recommendations for Cyberlearning Initiatives: Results from the National Science Foundation Digital Library/Distributed Learning Program Evaluation*. RAND RR-414-NSF.

Hardison, C. M., Zaydman, M., Oluwatola, T., Saavedra, A., Bush, T., Peterson, H., & **Straus, S. G.** (2015). *360-Degree Assessments: Are They the Right Tool for the U.S. Military?* RAND RR-998-OSD.

**Straus, S. G.**, Shanley, M. G., Sims, C. S., Hallmark, B. W., Saavedra, A. R., Trent, S., & Duggan, S. (2014). *Innovative Leader Development: Evaluation of U.S. Army Asymmetric Warfare Adaptive Leader Program*. RAND RR-504-A.

**Straus, S. G.**, Shanley, M. G., Crowley, J. C., Yeung, D., Bana, S. H., & Leuschner, K. (2014). *Developing Army Leaders: Lessons for Teaching Critical Thinking in Distributed, Resident, and Mixed-Delivery Venues*. RAND RR-321-A.

- Straus, S. G.**, Shanley, M. G., Lytell, M. C., Crowley, J. C., & Leuschner, K. (2013). *Enhancing Critical Thinking Skills for Army Leaders Using Blended-Learning Methods*, RAND RR-172-A.
- Hosek, S. D., & **Straus, S. G.**, (2012). *Patient Privacy, Consent, and Identity Management in Health Information Exchange: Issues for the Military Health System*, RAND RR-112-A.
- Shanley, M. G., Crowley, J. C., Lewis, M. W., **Straus, S. G.**, Leuschner, K. J., & Coombs, J. (2012). *Making Improvements to the Army Distributed Learning Program*. RAND MG-1016-A.
- Bikson, T. K., Adler, S., Berry, S. H., Collins, R. L., Corey, C. R., Greenburg, M. D., Gunn, P. P., Jackson, B. A., Joiner, S., & **Straus, S. G.** (2011) *Proposed Directions of Change to the Common Rule for Protecting Human Research Participants*. RAND CP-659.
- Paul, C., Thie, H., J., Schirmer, P., Webb, K. W., Young, S., Clark, C. P., **Straus, S.**, Laha, J., Osowski, C., & Serena, C. C. (2011). *Alert and Ready: An Organizational Design Assessment of Marine Corps Intelligence*. MG-1108-USMC.
- Straus, S. G.**, Shanley, M. G., Yeung, D., Rothenberg, J., Steiner, E. D., & Leuschner, K. (2011). *New Tools and Metrics for Evaluating Army Distributed Learning*. RAND MG-1072-A.
- Straus, S. G.**, Shanley, M. G., Burns, R. M., Waite, A., & Crowley, James C. (2009). *Improving the Army's Assessment of Interactive Multimedia Instruction Courseware*. RAND MG-865-A.
- Shanley, M. G., Lewis, M. W, **Straus, S. G.**, Rothenberg, J., & Daugherty, L. (2009). *The Prospects for Increasing the Reuse of Digital Training Content*. RAND MG-732-OSD.
- Donna O. Farley, D. O., Damberg, C. L., Ridgely, M. S., Sorbero, M. E. S., Greenberg, M. D., Haviland, A. M., Teleki, S. S., Mendel, P., Bradley, L. A., Dembosky, J. W., Fremont, A., Nuckols, T. K., Shaw, R. N., **Straus, S. G.**, Taylor, S. L., Yu, H., & Tharp-Taylor, S. (2008). *Assessment of the National Patient Safety Initiative: Focus on Implementation and Dissemination*. RAND TR-563-AHRQ.
- Shanley, M. G., Crowley, J. C., Lewis, M. W., Masi, R., Leuschner, K. J., **Straus, S. G.**, & Angers, J. P. (2007). *Supporting Training Strategies for Brigade Combat Teams using Future Combat Systems (FCS) Technologies*. RAND MG-538-A.
- Straus, S. G.**, Galegher, J., Shanley, M., & Moini, J. S., (2006). *The Effectiveness of Distributed Learning: A Research and Policy Agenda for the U.S. Army*. RAND OP-156-A.
- Shanley, M. G., Crowley, J. C., Lewis, M. W., Masi, R., **Straus, S. G.**, Leuschner, K. J., Hartman, S., & Stockly, S. (2005). *Transformation and the Army School System*. RAND MG-328-A.
- Straus, S. G.**, Williams, V. L., Bondanella, J., Oaks, D., & Ettetdgui, E. (2003). *Designing Assessments of Microworld Training for Combat Service Support Staff*. RAND MR-1759-A.

Anderson, R., Bikson, T., Lewis, R., Moini, J., & **Straus, S. G.** (2003). *Effective Use of Information Technology: Lessons About State Governance Structures and Processes*. RAND MR-1704-BSA.

## **Professional Meetings**

### Selected Conference Presentations

**Straus, S. G.**, Zaber, M., Lytell, M. C., Griffin, N., Wenger, J. B., & Panis, C. (March, 2019). *Recruiting, Training, and Retaining Army Cryptologic Language Analysts*. 300<sup>th</sup> Military Brigade Language Conference, Draper, UT.

Sedlock, E., Etchegaray, J., Tomoiaia-Cotisel, A., **Straus, S. G.**, Jaiswal, N., & Thomas, E. (May, 2018). *Assessing Quality Improvement Team Processes – A Meeting Observation Tool*. Institute for Translational Science, Science of Team Science, Galveston, TX.

Karam, R., **Straus, S. G.**, & Byers, A. (April, 2014). *The Role of Online Communities of Practice in Promoting Sociotechnical Capital among Science Teachers*. American Educational Research Association (AERA), Philadelphia, PA.

**Straus, S. G.**, Byers, A., Karam, R., Lewis, M., Kase, C., & Rudnick, M. (March 2014). *Connecting with Colleagues: Influences of Social and Technical Systems in Online Communities of Practice (CoPs) for Science Educators*. National Association for Research in Science Teaching (NARST), Pittsburgh, PA.

**Straus, S. G.**, Karam, R., Bikson, T. K., & Byers, A. (2013, July). *Sociotechnical Capital and Situated Knowledge in Online Communities of Practice*. INGRoup Annual Conference, Atlanta, GA.

Lytell, M. C., **Straus, S. G.**, & Shanley, M. G., (July, 2013). *Critical Thinking Skills for Army Leaders: Applying Blended Learning Lessons from Multiple Contexts*. Sloan-C 10<sup>th</sup> Annual Blended Learning Conference and Workshop, Milwaukee, WI.

**Straus, S. G.**, Byers, A., & Karam, R. (2013, June). *Online Communities of Practice for Professional Development: What's In It for Us?* International Society for Technology in Education (ISTE), San Antonio, TX.

Martinez, M., & **Straus, S. G.** (2012, June). *Enhancing Distributed Learning for Leader Education through Blended-Learning Methods and Technologies*. Opening plenary session presented at the Eleventh Annual Army dL Workshop, Newport News, VA.

**Straus, S. G.**, Hm, A. H., Yee, H. F., Kushel, M. B., & Bell, D. S., (2011, October). *Implementation of an Electronic Referral System for Outpatient Specialty Care*. American Medical Informatics Association Annual Symposium, Washington D.C.

**Straus, S. G.**, & Ward, D. (2011, June). *Evaluating Delivery Venues for Teaching Critical Thinking Skills*. Plenary session presented at the Tenth Annual Army dL Workshop, Newport News, VA.

- Crosson, J. C., Etz, R. S., Wu, S., **Straus, S. G.**, Eisenman, D., Danna-Lynch, K., Jackson, C., & Bell, D. S. (2010, November). *Implementing Electronic Prescribing in Primary Care Practice*. North American Primary Care Research Group Annual Meeting, Seattle, WA.
- Straus, S. G.**, Crosson, J. C., Etz, R. S., Wu, S., Eisenman, D., & Bell, D. S. (2010, November). *Provider Implementation Best Practices*. CaleRx Annual Meeting, Oakland, CA.
- Straus, S. G.**, Chen, A. H., Kushel, M. B., Yee, H., & Bell, D. S. (2010). *Implementation and Effects of an Electronic Referral System for Outpatient Specialty Care*. Poster presented at the 2010 AHQR Annual Health IT Grantee and Contractor Meeting, Washington, D.C.
- Straus, S. G.**, & Shanley, M. G. (2010, March). *Evaluation of Army Distributed Learning Effectiveness*. Ninth Annual ATSC dL Workshop, Newport News, VA.
- Goodwin, J., & **Straus, S. G.** (2010, March). *Models for Implementation and Evaluation of the Army Medical Department's Blended Learning Approach*. Ninth Annual ATSC dL Workshop, Newport News, VA.
- Straus, S. G.**, & Shanley, M. G. (2009, March). *Evaluating Army dL: Past Research, Future Directions, and How You Can Help*. Eighth Annual ATSC dL Workshop, Newport News, VA.
- Straus, S. G.**, Shanley, M. G., Waite, A., Burns, R., & Crowley, J. C. (2008, March). *Improving the Army's Ability to Assess the Quality of IMI Courseware*. Plenary session presented at the Seventh Annual ATSC dL Workshop, Williamsburg, VA.
- Camm, F., Crowley, J. C., Shanley, M. G., & **Straus, S. G.** (2008, March). *Aligning Distributed Learning with Operational Army Priorities*. Seventh Annual ATSC dL Workshop, Williamsburg, VA.
- Stoto, M. A., & **Straus, S. G.** (2005, September). *Web-based Tool for Assessing and Improving the Usefulness of Community Health Assessments*. CDC Assessment Initiative Conference Seattle, WA.
- Wilson, J. M., **Straus, S. G.**, & McEvily, W. J. (2000). *The Development of Trust in Distributed Groups over Time*. Paper presented at the 2000 annual meeting of the Academy of Management, Toronto, Canada.
- Straus, S. G.**, & Wilson, J. M. (2000). *Hard to Face: The Effects of Media and Context on Feedback Delivery*. Paper presented at the fifteenth annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Wilson, J. M., **Straus, S. G.**, & McEvily, W. J. (1999, August). *All in Due Time: The Development of Trust in Electronic and Face-to-Face Groups*. Paper presented at the 1999 annual meeting of the Academy of Management, Chicago, IL.

**Straus, S. G., & Olivera, F.** (1999, May). *Spreading the Wealth: Groups and Technology as Sources of Knowledge in Organizations*. Paper presented at the third annual conference on Research on Managing Groups and Teams, Columbia University, New York, NY.

**Straus, S. G.** (1998, August). *Seeing is Deceiving: Effects of Face-to-Face, Videoconference, and Telephone Media on Judgments in Job Interviews*. Paper presented at the 1998 annual meeting of the Academy of Management, San Diego, CA.

DeSanctis, G., & **Straus, S. G.** (1997). *Learning at a Distance: Researching the New Modes of Management Education*. Paper presented at the 1997 annual meeting of the Academy of Management, Boston, Massachusetts.

Olivera, F., & **Straus, S. G.** (1997). *Group-to-Individual Transfer of Learning: Cognitive and Social Factors*. Paper presented at the twelfth annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, Missouri.

**Straus, S. G.** (May, 1995). *Participation, Information Sharing, and Performance in Computer-Mediated and Face-to-Face Groups*. Paper presented at the tenth annual meeting of the Society of Industrial and Organizational Psychology, Orlando, Florida.

#### Selected Chair/Panelist/Discussant Roles in Conference Sessions

Invited panelist and presenter, *Organizational Science and Cybersecurity Workshop*, National Science Foundation, Fairfax, VA, 2018.

Invited panelist: *Analytics/Measurement*. National Academy of Engineering Workshop on Preparing the Engineering and Technical Workforce for Adaptability and Resilience to Change, Washington, DC, 2017. See <https://www.nae.edu/186321.aspx>

Invited Panelist: *Psychology and Wargaming*. Panel presented at the Military Operations Research Society Wargaming Special Meeting, Alexandria, VA, 2017.

Panelist: *Teachers Online*. Roundtable discussion presented at Cyberlearning 2016, Arlington, VA.

Chair and Panelist: *Conducting Team Research in Diverse Contexts*. Panel presented at the INGRoup Annual Conference, Raleigh, NC, 2014.

Panelist: *Health Information Technology*, Innovation in Healthcare Technology conference, Carnegie Mellon University, Pittsburgh PA, 2013.

Chair: *Journeys into Virtual Worlds: Trust in Distributed Teams*. Symposium presented at the 1999 annual meeting of the Academy of Management, Chicago, IL.

Chair: *Technology Impacts on Impression Formation: Looking Inside the Black Box*. Symposium presented at the fourteenth annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, Georgia, 1999.



Chair and Discussant: *Collateral Processes in Information and Communication Exchange: Antecedent and Causal Factors*. Paper session presented at the 1998 annual meeting of the Academy of Management, San Diego, CA.

Chair: *Distance Learning in Management Education: Applications, Research, and Directions*. All-Academy symposium presented at the 1997 Annual Meeting of the Academy of Management, Boston, Massachusetts.

Chair: *Group Learning: Individual, Group, and Organizational Effects*. Symposium presented at the twelfth annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, Missouri, 1997.

Discussant: *Communication in Groups*. Paper session presented at the 1996 annual meeting of the Academy of Management, Cincinnati, Ohio.

### **Selected Invited Talks**

**Straus, S. G.** (2009, September). *Use of an Electronic Referral System to Improve the Outpatient Primary Care-Specialty Care Interface*. Human-Computer Interaction Institute, Carnegie Mellon University.

**Straus, S.G.**, (2006, September). *Thumbs Up or All Thumbs: Assessing BlackBerry Use in Law Enforcement Units*. Human-Computer Interaction Institute, Carnegie Mellon University.

**Straus, S.G.**, (2006, March). *Thumbs Up or All Thumbs: Lessons Learned from the Deployment of BlackBerries in the FBI*. One RAND Seminar Series, Santa Monica, CA.

Stoto, M. A., Myers, S., & **Straus, S.** (2004, September). *Developing and Implementing a Web-based Tool to Determine and Enhance the Usefulness of Community Health Assessments in New York State*. Centers for Disease Control and Prevention and National Association for Public Health Statistics and Information Systems, Community Health Assessment: Current Issues and Future Directions, Atlanta, GA.

**Straus, S. G.** (2004, September). *Provider-Patient Communication and Health Outcomes in Disease Management*. Institute for Doctor-Patient Communication, University of Pittsburgh.

### **Honors/Awards**

Sloan-C 10th Annual Blended Learning Conference and Workshop, Best in Track Award, 2013

Xerox Junior Faculty Research Chair, 1993 - 1994, Carnegie Mellon University

Society for Industrial and Organizational Psychology, S. Rains Wallace Dissertation Award, second place, 1993

American Psychological Association Division 49 Dissertation Prize for Research on Small Groups, Finalist, 1993

## **Courses Taught**

Organizational Behavior (Undergraduate, Masters, Ph.D.)  
Managing Effective Work Teams (Undergraduate, Masters, Executive Education)  
Human Resource Management (Undergraduate, Masters, Ph.D.)  
Introduction to Industrial/ Organizational Psychology (Undergraduate)  
Organizational Change (Masters)  
Decision Making in Distributed Groups (Executive Education)

## **Commentary or Work Cited in Newspapers, Magazines and other Media**

*Shrink Rap*, aired November 29, 2001  
*CNN Newsstand Fortune*, aired October 21, 1998  
*The New York Times*, October 18, 1998  
Society of Human Resource Management, *HR-News*, October, 1998  
*BNA Bulletin to Management*, September 3, 1998

## **Professional Activities**

### **Professional Organization Boards and Service**

NSF study panel: 2018, 2011, 2010  
Invited participant, Chief of Staff of the Army-endorsed Association of the United States Army  
Industry forum on the Synthetic Training Environment, September, 2017  
Associate Editor, *Group Dynamics: Theory, Research, and Practice*, 2014 - 2016  
Editorial Review Board, *Group Dynamics: Theory, Research, and Practice*, 2003 - present  
Advisory Board, Science of Sociotechnical Systems Summer Research Institute, 2014, 2015, 2016  
Advisory Board, Digital Society and Social Technologies Summer Institute, 2013  
Forum participant, *Human Behavior and Cyber Security Research and Development*, United States  
Senate Committee on Homeland Security and Governmental Affairs, 2008  
Society of Industrial and Organizational Psychology, Strategic Program Planning Committee, 2005  
Member-at-Large, Organizational Communication and Information Systems Division, Academy of  
Management, 1997 - 2000

### **Membership in Professional Organizations**

Interdisciplinary Network for Group Research  
Society for Industrial and Organizational Psychology (Sterling Circle member)

### **Reviewing Activity (last 5 years)**

Ad hoc reviewer for *Frontiers; Group Processes and Intergroup Relations; Health Services Research; IEEE Security and Privacy; Implementation Science; Information Systems Research; Journal of Technology Studies*.

Conference Reviewing: American Medical Informatics Association; Computer/Human Interaction; Computers in the Support of Cooperative Work; Interdisciplinary Network for Group Research (INGRoup); Society for Industrial and Organizational Psychology.

### **Selected RAND Internal Service**

Principal Investigator, *Puerto Rico Recovery Project Lessons Learned*, 2018 - 2019  
Reviewer, Summer Associate Applicants, 2018

Co-Chair, Manpower Seminar Series, 2011 - 2014  
RHINO super user, 2008 - 2010  
Human Subjects Protection Committee, 2007 - present  
Campus Recruiting Program Ambassador, 2005 - 2012  
Unified Access Framework Committee, 2010 - 2011  
Voice Services Upgrade Committee, 2010  
Reviewer, RUPHI-MWRI Women's Health Pilot Grant Program, 2008  
Leader Development Committee, 2007 - 2008  
Intranet Advisory Committee, 2005 - 2006  
Organizational Behavior Recruiting Committee, 2003