

# NATIONAL RESEARCH COUNCIL

OF THE NATIONAL ACADEMIES

DIVISION OF BEHAVIORAL AND SOCIAL SCIENCES AND EDUCATION  
Board on Behavioral, Cognitive, and Sensory Sciences

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## BOARD ON BEHAVIORAL, COGNITIVE, AND SENSORY SCIENCES

### Committee on the Science of Team Science

#### Workshop on Science Team Dynamics and Effectiveness

Monday, July 1, 2013

Keck Center, Room 100

### INVITED SPEAKER AND COMMITTEE MEMBER BIOGRAPHIES

#### Invited Speakers

**MICHELLE BENNETT** joined the NHLBI in June 2010 as the deputy scientific director of the Division of Intramural Research (DIR) at the National Heart, Lung, and Blood Institute (NHLBI), part of the National Institutes of Health (NIH). In this role, Dr. Bennett coordinates the rigorous review of DIR researchers by the Board of Scientific Counselors, oversees core facilities that provide cutting edge biomedical technologies and approaches in support of outstanding research discovery and translation, and is involved in establishing partnerships with regional hospitals. She also works on sub-committees of the Scientific Directors to recruit talented tenure track investigators to and promote the NIH intramural research program as well as various team science initiatives. Prior to joining the NHLBI, Dr. Bennett served as a deputy director of the Center for Cancer Research (CCR), National Cancer Institute (NCI). In that role, she represented the CCR in Trans- NCI and NIH initiatives and activities. Before becoming a deputy director of the CCR, Dr. Bennett also served as the associate director for science in the CCR and director of the CCR Office of Communications. Dr. Bennett earned her Doctor of Philosophy in oncology from the University of Wisconsin – Madison. She joined the National Institute of Environmental Health Sciences as a postdoctoral fellow in the Laboratory of Molecular Carcinogenesis where she performed some of the earliest work on BRCA1 and BRCA2 and their role in breast cancer. She then joined the Lawrence Livermore National Laboratory as a senior biomedical scientist, where she continued her work on breast cancer.

**KATERINA BEZRUCOVA** is an Assistant Professor of Psychology at Santa Clara University. Prior to joining the faculty at SCU, she was a postdoctoral fellow in the Management Department of the Wharton School and a faculty member at Rutgers University. Her research interests evolve around teams and groups with topics on diversity training, group processes, and performance. In much of this work, she asks questions about how cliques and rifts within a group or faultlines, form, change, or persist over time. What are the multilevel implications of group faultlines for performance, creativity, health, and turnover? How do faultlines help us understand health disparities in groups or even at the organizational or population-level? How do groups with faultlines ‘crack’ under pressure in highly competitive environments such as professional

sports? She studies these questions in both lab and field settings, which often involve large multi-method, multi-source, multi-level archival databases. Following on her passion for numbers, she has developed a multivariate clustering algorithm to quantify human behavior when there are diversity faultlines in a team. She advises people who are tokens in organizations on how to survive and excel when they are in the minority. Her work appears in *Organization Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Journal of Organizational Behavior*, and other outlets. She was a co-recipient of the Ulrich & Lake Award for Excellence for 2004 for her co-authored article on The Effects of Group Diversity.

**MAURA BORREGO** is currently serving as a Program Director in the Division of Undergraduate Education at the National Science Foundation. She is also an Associate Professor in the Department of Engineering Education at Virginia Tech. All of Dr. Borrego's degrees are in Materials Science and Engineering. Her M.S. and Ph.D. are from Stanford University, and her B.S. is from University of Wisconsin-Madison. She directed the graduate program in Engineering Education at Virginia Tech for 18 months before accepting a 2010 Science and Technology Policy Fellowship from the American Association for the Advancement of Science. She is Chair of the Educational Research and Methods Division of the American Society for Engineering Education (2011-2013) and Associate Editor for *Journal of Engineering Education* (2012-2014). Dr. Borrego has earned NSF CAREER and Presidential Early Career Award for Scientists and Engineers (PECASE) awards for her engineering education research. Her results are published in 30 articles in peer-reviewed journals including *Journal of Engineering Education* and *Review of Higher Education*. She is the recipient of two Outstanding Research Publication awards from the American Educational Research Association (Education in the Professions 2008 and Doctoral Education Across the Disciplines 2011). Dr. Borrego is also a 2010 State Council for Higher Education in Virginia Outstanding Faculty Member in the Rising Star category.

**GEORGE CODY** specializes in chemical-structural analyses of solid phase organics. His research is focused on determining the diagenetic reactions that define organic sediment maturation. Other interests include examining the molecular structure of extraterrestrial organic solids contained within carbonaceous chondritic meteorites and more recently, comets. He received a Ph.D in geosciences from Pennsylvania State University in 1992, and a BSc in geology from University of Massachusetts at Amherst in 1982. George was elected Chair of the Chemistry Division, American Chemistry Society, in 2001, and also elected Chair of the Gordon Research Conference on the Origins of Life in 2005.

**NOSHIR CONTRACTOR** is the Jane S. & William J. White Professor of Behavioral Sciences in the McCormick School of Engineering & Applied Science, the School of Communication and the Kellogg School of Management at Northwestern University, USA. He is the Director of the Science of Networks in Communities (SONIC) Research Group at Northwestern University. He is investigating factors that lead to the formation, maintenance, and dissolution of dynamically linked social and knowledge networks in a wide variety of contexts. The insights gained are used to enable the assembly of optimal teams. His research program has been funded continuously for almost two decades years by major grants from the U.S. National Science Foundation with additional funding from the U.S. National Institutes of Health (NIH), Army Research

Laboratory, Air Force Research Lab, Army Research Institute, Army Research Laboratory, NASA, Rockefeller Foundation, Gates Foundation, and the MacArthur Foundation. Professor Contractor has published or presented over 250 research papers dealing with communicating and

organizing. His book titled *Theories of Communication Networks* (co-authored with Professor

Peter Monge and published by Oxford University Press, and translated into simplified Chinese in 2009) received the 2003 Book of the Year award from the Organizational Communication

Division of the National Communication Association. He is the lead developer of C-IKNOW

(Cyberinfrastructure for Inquiring Knowledge Networks on the Web), a socio-technical

environment to understand and enable networks among communities, as well as Blanche, a software environment to simulate the dynamics of social networks. Professor Contractor has a Bachelor's degree in Electrical Engineering from the Indian Institute of Technology, Madras and a PhD from the Annenberg School of Communication at the University of Southern California.

Professor Contractor is the co-founder and Chairman of Syndio Social, Which offers

organizations products and services based on network analytics.

**LESLIE DECHURCH** is an Associate Professor of Industrial and Organizational Psychology at Georgia Institute of Technology, where she is the Director of the DELTA (Developing Effective Leaders, Teams, and Alliances) research group. In the area of leadership, Professor DeChurch is developing a new network-based understanding of leadership as a collective multilevel phenomenon. Her work on multiteam systems seeks to understand the complex dynamics operating in modern organizations comprised of distributed individuals connected through technology. Professor DeChurch serves on the editorial boards of the *Journal of Applied Psychology*, *Small Group Research*, the *Journal of Occupation and Organizational Psychology*, and the *Journal of Business and Psychology*; she is a member of the boards of the Interdisciplinary Network for Group Research (INGROUP) and the Science of Team Science (SciTS). Professor DeChurch is the recipient of an NSF CAREER award, and her research on teamwork and leadership has been continuously funded by the National Science Foundation and the Army Research Institute for the Social and Behavioral Sciences for the past 6 years. Professor DeChurch is co-editor of, "Multiteam systems: An organizational form for dynamic and complex environments", and dozens of articles in top journals including *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*,

and Leadership Quarterly. Professor DeChurch teaches in the areas of teamwork and leadership to PhD students, undergraduates, and executives.

**GERALD (JAY) GOODWIN** is Chief of the Foundational Science Research Unit at the U. S. Army Research Institute for Behavioral and Social Sciences (ARI). In addition to overseeing ARI's basic research program, he is responsible for two research teams focused on emerging and developing concepts within the applied research program: development of cross-cultural competence and assessing and developing unit cohesion. His research expertise is in leadership, team and organizational effectiveness, and cultural factors in Joint, Interagency, and Multinational contexts. He has led or overseen projects investigating shared cognition in command teams, leadership in multi-team systems, team staffing and composition, leader development and training, and cultural factors in interpersonal interactions. He was the program manager for ARI's applied research program 'Teams in Complex Organizations' for four years, served one year on assignment to ARI's Office of the Director to lead strategic planning for the institute, and was detailed to the Department of Defense Comprehensive Review Working Group as a research analyst and the lead writer the DOD report assessing the impact of repeal of "Don't Ask, Don't Tell." He transitioned to his current position after spending three years leading basic research in leader development, team and organizational effectiveness, and cross-cultural issues. He is a scientific advisor to several Multidisciplinary University Research Initiative (MURI) grants investigating cognition in organizations and cultural factors in negotiation and collaboration. He is currently investigating the application of network science principles to the understanding of team and organizational effectiveness; developing an integrative framework focused on individual, temporal, cohort, organizational, and industry effects on individual career patterns; and improving the conceptualization and measurement of interdependence and team processes in teams and multi-team systems. Dr. Goodwin received his M.S. and Ph.D. in Industrial/Organizational Psychology from the Pennsylvania State University. He is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association (APA), and APA Division 19 (Military Psychology).

**CHARLES CHRISTOPHER HINNANT** is an Assistant Professor in the School of Library and Information Studies at Florida State University. He is a former Fellow and Assistant Director in the IT Team at the U.S. Government Accountability Office. His research interests include social and organizational informatics, digital government, information management and policy, science and technology management, research methods and applied statistics. He is particularly interested in how Information and Communication Technology (ICT) impacts organizational processes and structures and how the use of ICT ultimately influences institutional governance mechanisms. His research has appeared in journals such as *Library and Information Science Research*, *Journal of the American Society for Information Science & Technology*, *Administration and Society*, *Government Information Quarterly*, *Journal of Public Administration Research and Theory*, and *IEEE Transactions on Engineering Management*. He is also on the editorial board of the journal *Government Information Quarterly*. He earned his B.S. and M.P.A. at North Carolina State University and his Ph.D. in Public Administration from the Maxwell School at Syracuse University.

**JOSEPH INCANDELA** is a professor of physics at the University of California Santa Barbara and currently leads the Compact Muon Solenoid (CMS) experiment at the CERN laboratory's

LHC complex near Geneva Switzerland. Professor Incandela has been active in particle physics since the early 1980's when as a graduate student he searched for magnetic monopoles with Prof. H. Frisch at the University of Chicago. He then went on to take prestigious fellowships at CERN on the UA2 experiment and Fermilab near Chicago on the CDF experiment. His work on UA2 included studies of the Z boson and one of the earliest searches for a charged Higgs boson. In 2001 he joined the faculty at the University of California Santa Barbara where he led the US project to build a very large fraction of the components for the CMS particle tracking system which were delivered to CERN in 2005 then assembled into a complete tracking system and installed in 2006 and 2007. In 2007 he became deputy Physics Coordinator and in 2010 he was appointed deputy Spokesperson of CMS. In 2011 he was elected to be the Spokesperson of the experiment.

**TYLER JACKS** is the David H. Koch Professor of Biology at the Massachusetts Institute of Technology, a Howard Hughes Medical Institute investigator, and director of the Koch Institute for Integrative Cancer Research, which seeks to bring together biologists and engineers to improve detection, diagnosis and treatment of cancer. In his own laboratory, Dr. Jacks has pioneered the use of gene-targeting technologies in mice to study cancer-associated genes and to construct mouse models of many different human cancers. His laboratory has made major contributions to our fundamental understanding of how cancer arises, how it progresses and the therapeutic tools needed to fight the disease. Dr. Jacks is a past president of the American Association of Cancer Research and was recently appointed by President Barack Obama to chair the National Cancer Advisory Board. He is a member of the Institute of Medicine and the National Academy of Sciences and was recently named as one of the inaugural Fellows of the AACR Academy. In recognition of his contributions to the study of cancer genetics, he received the AACR Outstanding Achievement Award and the Amgen Award from the American Society of Biochemistry and Molecular Biology, the Chestnut Hill Award for Excellence in Medical Research, and the Paul Marks Prize for Cancer Research. He has served on the Scientific Advisory Board of several biotechnology companies and is a member of the Board of Directors of Amgen and Thermo Fisher Scientific. He graduated magna cum laude with Highest Honors in biology from Harvard University in 1983 and earned a Ph.D. in biochemistry from the University of California, San Francisco in 1988.

**BRADLEY KIRKMAN** is a Professor and Department Head of the Management, Innovation, and Entrepreneurship Department in the Poole College of Management at North Carolina State University. He received his Ph.D. in Organizational Behavior from the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill. His research focuses on team empowerment and effectiveness, leadership, organizational justice, and cross-cultural organizational behavior. He was formerly the Foreman R. and Ruby Bennett Endowed Chair in Business Administration in the Mays Business School at Texas A&M University. He has also worked in the College of Management at The Georgia Institute of Technology and the Bryan School of Business and Economics at the University of North Carolina Greensboro. He has held visiting professor positions in the Department of Management and Organizations at the University of Western Australia in 2006 and the Guanghua School of Management at Peking University in 2012.

**M. MIMI MCCLURE** is an Associate Program Director in the Division of Advanced Science Infrastructure (ACI) at the National Science Foundation. Currently Mimi is on loan to the CISE division of CNS and is the lead program director for the Computer Systems Research (CSR) cluster. For ACI she managed the Learning and Workforce Development, VOSS, DataNet and Data Interoperability programs and worked with numerous cross agency initiatives and working groups. Prior to joining the OCI she spent 7 years in the Division of Graduate Education at NSF. Before beginning her federal service, Ms. McClure spent 27 years in the Florida public school system, taught at the elementary, middle, high school and college levels, and held various positions in upper level school administration and evaluation.

**MARY ELLEN O'CONNELL** is Deputy Executive Director of the Division of Behavioral and Social Sciences and Education (DBASSE). She was previously the Deputy Director of two DBASSE boards, the Board on Behavioral, Cognitive, and Sensory Sciences and the Board on Human-Systems Integration. She started in DBASSE in 2001 as a senior program officer and has directed or co-directed studies for multiple boards on a wide range of topics including an evaluation of disability and rehabilitation program outcomes, home health care, prevention of mental emotional, and behavioral disorders, reducing underage drinking, assessing and improving children's health, ethical considerations for research, and an evaluation of international education programs. She has also planned workshops on topics including field evaluation in the intelligence context, benefit-cost methodology, student mobility, welfare reform, and children and gun violence. She came to the National Academies from the U.S. Department of Health and Human Services, where she spent eight years in the Office of the Assistant Secretary for Planning and Evaluation, most recently as director of state and local initiatives. She previously served as Director of Field Services for the Department of Public Welfare in the Commonwealth of Massachusetts. Mary Ellen has a B.A. (with distinction) from Cornell University and a master in the management of human services from the Heller School for Social Policy and Management at Brandeis University.

**GARY OLSON** is a professor at the University of California at Irvine, in the Donald Bren School of Information and Computer Sciences. He is also a Professor Emeritus at the University of Michigan. His research spans the fields of Human-Computer Interaction and Computer-Supported Cooperative Work, with particular interests in collaborative technologies and their role in supporting long-distance work. His research interests include cognition, problem-solving, reasoning, and communication in social and physical settings. Olson is a member of the Association of Computing Machinery, the Association for Psychological Science, and the American Psychological Association. He is currently a member of the editorial boards of the Journal of Organizational Computing, Human-Computer Interaction, Computer Supported Cooperative Work: An International Journal, the Journal of Biomedical Discovery and Collaboration, and Foundations and Trends in Human-Computer Interaction. Olson is a Fellow of the Association of Computing Machinery, the Association for Psychological Science, and the American Psychological Association. In 2003, he was elected to the CHI Academy. In 2006, he received the CHI Lifetime Achievement Award along with his wife, Dr. Judith S. Olson.

**T.W. FRASER RUSSELL** is currently the Allan P. Colburn Professor Emeritus of Chemical and Biomolecular Engineering. His administrative contributions to the University of Delaware include Chair of the Chemical Engineering Department, Associate Dean and Dean of the College

of Engineering and 16 years as Director of the Institute of Energy Conversion, a laboratory at the University of Delaware devoted to thin film photovoltaic research and a United States Department of Energy University Center of Excellence. He most recently served for five years as the Vice Provost for Research. Professor Russell's research areas include semiconductor reaction and reactor engineering and fundamental studies of multi-phase fluid motions. Professor Russell is a member of the National Academy of Engineering (NAE), a fellow of the American Institute of Chemical Engineers (AIChE) and a registered professional engineer in the State of Delaware (P.E.). He received a BSc and MSc from the University of Alberta and a PhD from the University of Delaware, all in chemical engineering.

**EDUARDO SALAS** is Trustee Chair and Professor of Psychology at the University of Central Florida. He also holds an appointment as Program Director for Human Systems Integration Research Department at the Institute for Simulation & Training. Previously, he was a senior research psychologist and Head of the Training Technology Development Branch of NAVAIR-Orlando for 15 years. During this period, Dr. Salas served as a principal investigator for numerous R&D programs focusing on teamwork, team training, advanced training technology, decision-making under stress, learning methodologies and performance assessment. His expertise includes helping organizations on how to foster teamwork, design and implement team training strategies, facilitate training effectiveness, manage decision making under stress, develop performance measurement tools, and design learning environments. He is currently working on designing tools and techniques to minimize human errors in aviation, law enforcement and medical environments. He has consulted to a variety of manufacturing, pharmaceutical laboratories, industrial and governmental organizations. Dr. Salas is a Fellow of the American Psychological Association (SIOP and Division 21), the Human Factors and Ergonomics Society. He received his Ph.D. degree (1984) in industrial and organizational psychology from Old Dominion University.

**JILL PERRY-SMITH** joined the Goizueta Business School faculty after completing her Ph.D. in organizational behavior in the College of Management at Georgia Institute of Technology. Her areas of specialization include the effects of informal social networks on creativity and the impact of work-life initiatives on firm and individual performance. Prior to her academic career, Jill worked on a variety of project management teams, overseeing large refinery expansion projects, across the United States. She currently teaches a groups and teams elective, a creativity and innovation elective, as well as an organizational behavior seminar in the Ph.D. program.

**STEPHEN ZACCARO** is a professor of psychology at George Mason University, Fairfax, Virginia. He also is an experienced leadership coach. He has written over 100 journal articles, book chapters, and technical reports on group dynamics, team performance, leadership, and work attitudes. He has authored a book titled, *The Nature of Executive Leadership: A Conceptual and Empirical Analysis of Success* (2001) and co-edited three other books, *Occupational Stress and Organizational Effectiveness* (1987), *The Nature of Organizational Leadership: Understanding the Performance Imperatives Confronting Today's Leaders* (2001), and *Leader Development for Transforming Organizations* (2004). He was co-editor of special issues of the *Leadership Quarterly* (1991-1992) on individual differences and leadership, and a special issue for *Group and Organization Management* (2002) on the interface between leadership and team dynamics. Steve has directed funded research projects in the areas of team performance, shared mental

models, leader-team interfaces, leadership training and development, leader adaptability, and executive coaching. He serves on the editorial board of *The Leadership Quarterly*, and he is an associate editor for *Journal of Business and Psychology* and *Military Psychology*. Steve received his Ph.D. from the University of Connecticut.

### **Committee Members**

**NANCY J. COOKE, Chair**, is a professor of applied psychology at Arizona State University and science director and on the Board of Directors of the Cognitive Engineering Research Institute in Mesa, AZ. Dr. Cooke is also a section editor of *Human Factors* and serves on the Air Force Scientific Advisory Board. Dr. Cooke received a B.A. in psychology from George Mason University and received her M.A. and Ph.D. in cognitive psychology in 1983 and 1987, respectively, from New Mexico State University. Currently, she supervises post doctoral, graduate and undergraduate research on team cognition with applications in design and training for military command-and-control systems, emergency response, medical systems, and uninhabited aerial systems. In particular, Dr. Cooke specializes in the development, application, and evaluation of methodologies to elicit and assess individual and team cognition. Her most recent work includes the development and validation of methods to measure team coordination, team communication, and team situation awareness and research on the impact of cross training, distributed mission environments, intact vs. mixed teams, workload stress on attention and memory, as well as team knowledge, process, and performance more generally. Dr. Cooke is the 2006 recipient of the Human Factors and Ergonomics Society's O. Keith Hansen Outreach Award. Dr. Cooke chairs the NRC Board on Human Systems Interaction, after serving as a member of this board since 2007, and is also a member of the Soldier Systems Panel in the NRC Division of Engineering and Physical Sciences. Previously, she served as a member of the NRC panels on Human-System Design Support for Changing Technology (2005-7) and the Safety and Security of Spent Nuclear Fuel Storage (2004-5).

**ROGER D. BLANDFORD (NAS)** is Luke Blossom Professor in the School of Humanities and the Sciences at Stanford University, where he also serves as Director of the Kavli Institute for Particle Astrophysics and Cosmology. His research interests cover many aspects of particle astrophysics and cosmology. His honors include the Eddington Medal of the Royal Astronomical Society, the Heineman Prize of the American Astronomical Society, and most recently, in 2013, the Gold Medal of the Royal Astronomical Science in recognition of his extraordinary lifetime achievement in Astronomy. He is a member of the National Academy of Sciences and a fellow of both the Royal Astronomical Society, and the American Association for the Advancement of Science. Professor Blandford was an undergraduate and research student at Cambridge University and held postdoctoral positions at Cambridge University, Princeton University and the University of California at Berkeley before joining the Caltech faculty in 1976. In 2003, he moved to Stanford University to become the first director of the Kavli Institute.

**JONATHON CUMMINGS** is an associate professor of management at the Fuqua School of Business, Duke University. After completing his dissertation and post-doc at Carnegie Mellon University, he spent three years at the MIT Sloan School of Management as an assistant professor, where he received an NSF Early Career Award for his research on innovation in

geographically dispersed teams and networks. His subsequent research has focused on virtual teams in corporations as well as collaboration in science, and his publications have appeared in outlets across a number of fields, including organizational behavior (e.g., *Management Science*, *Academy of Management Journal*, *Academy of Management Review*), information systems (e.g., *MIS Quarterly*, *Information Systems Research*), human-computer interaction (e.g., CHI, CSCW, CACM), and science policy (e.g., *Social Studies of Science*, *Research Policy*). He earned his B.A. in psychology from University of Michigan, Ann Arbor, his A.M. in psychology from Harvard University and his Ph.D. in organization sciences from Carnegie Mellon University.

**STEPHEN M. FIORE** is an associate professor of cognitive sciences at the University of Central Florida's department of philosophy and director of the Cognitive Sciences Laboratory at UCF's Institute for Simulation and Training. He also serves as the current president of the Interdisciplinary Network for Group Research and a founding program committee member for the annual Science of Team Science conference. Dr. Fiore's primary area of research is the interdisciplinary study of complex collaborative problem solving. He has taken a leadership role in the development of the field of team cognition, a melding of cognition with understanding how humans interact socially and with technology. He maintains a multidisciplinary research interest that incorporates aspects of the cognitive, social, and computational sciences in the investigation of learning and performance in individuals and teams. He is co-editor of recent volumes on *Macrocognition in Teams* (2008), *Distributed Learning* (2007), *Team Cognition* (2004), and he has co-authored over 100 scholarly publications in the area of learning, memory, and problem solving at the individual and the group level. His prior National Research Council service includes co-authoring and presenting a paper on "Assessment of Interpersonal Skills" for the Board on Testing and Assessment's workshop on "Assessment of 21<sup>st</sup> Century Skills." Dr. Fiore provided intellectual and practical assistance to the National Research Council staff in developing the project on the Science of Team Science. He has a Ph.D. in cognitive psychology from the University of Pittsburgh, Learning Research and Development Center.

**KARA HALL** is a health scientist, the director of the Science of Team Science Team, and co-director of the Theories Project in the Science of Research and Technology Branch, Behavioral Research Program, Division of Cancer Control and Population Sciences at the National Cancer Institute. During her career, Dr. Hall has participated in a variety of interdisciplinary clinical and research endeavors. Her research has focused on the development of behavioral science methodologies such as the design of survey protocols, meta-analytic techniques for health behavior theory testing, as well as on applications of health behavior theory to multiple content areas and the development of computerized tailored interventions to foster health promotion and disease prevention behaviors. Since arriving at NCI, Dr. Hall has focused on advancing dissemination and implementation research and the science of team science as well as promoting the use, testing, and development of health behavior theory in cancer control research. Furthermore, Dr. Hall works to champion areas including systems science approaches and teams/groups in health and healthcare. Notably, Dr. Hall helped launch the field of the Science of Team Science by serving as a co-chair for the 2006 conference "The Science of Team Science: Assessing the Value of Trans-disciplinary Research" and co-editor for the recent *American Journal of Preventive Medicine* Special Supplement on the Science of Team Science. Dr. Hall

earned her Master's and Doctoral degrees in psychology with specializations in clinical psychology, neuropsychology, and behavioral science at the University of Rhode Island.

**JAMES JACKSON** (IOM) is the Daniel Katz distinguished university professor of psychology, professor of health behavior and health education, School of Public Health, and director and research professor of the Institute for Social Research, at the University of Michigan. He is the past chair of the Social Psychology Training Program and director of the Research Center for Group Dynamics, the Program for Research on Black Americans, and the Center for Afroamerican and African Studies, all at the University of Michigan. He is past-chair of the section on Social, Economic, and Political Sciences of the American Association for the Advancement of Science (AAAS). He is a former chair of the section on Social and Behavioral Sciences, the task force on Minority Issues of the Gerontological Society of America, the Committee on International Relations, and the Association for the Advancement of Psychology of the American Psychological Association. He is a former national president of the Black Students Psychological Association and the Association of Black Psychologists. He is the recipient of the Distinguished Career Contributions to Research Award, Society for the Psychological Study of Ethnic Minority Issues, American Psychological Association, the James McKeen Cattell Fellow Award for Distinguished Career Contributions in applied psychology, the Association for Psychological Sciences, Presidential Citation, American Psychological Association, and the Medal for Distinguished Contributions in Biomedical Sciences, New York Academy of Medicine. He is an elected member of the Institute of Medicine and a Fellow of the American Academy of Arts and Sciences. He earned his Ph.D. in social psychology from Wayne State University.

**JOHN L. KING** is W.W. Bishop Professor of Information, former dean of the School of Information and former vice provost at the University of Michigan. He came to Michigan in 2000 after twenty years on the faculty of the University of California at Irvine. He has published widely from his research on the relationship between changes in information technology and changes in organizations, institutions, and markets. He has been Marvin Bower Fellow at the Harvard Business School, distinguished visiting professor at the National University of Singapore and at Nanyang Technological University in Singapore, and Fulbright Distinguished Chair in American Studies at the University of Frankfurt. From 1992-1998 he was Editor-in-Chief of the INFORMS journal *Information Systems Research*, and has served as associate editor of many other journals. He has been a member of the Board of the Computing Research Association (CRA), the Council of the Computing Community Consortium (run by the CRA for the National Science Foundation), and NSF advisory committees for Computer and Information Science and Engineering, Social, Behavioral and Economic Sciences, and Cyberinfrastructure. He also has served on a number of National Research Council studies. He is a fellow of the Association for Information Systems and a Fellow of the American Association for the Advancement of Science. He holds a PhD in administration from the University of California, Irvine, and an honorary doctorate in economics from Copenhagen Business School.

**STEVE W. J. KOZLOWSKI** is professor of organizational psychology at Michigan State University. His research is focused on the design of active learning systems and the use of “synthetic experience” to train adaptive skills, systems for enhancing team learning and team effectiveness, and the critical role of team leaders in the development of adaptive teams. The

goal of his programmatic research is to generate actionable theory, research-based principles, and deployable tools to facilitate the development of adaptive individuals, teams, and organizations. He is the editor of the *Journal of Applied Psychology*, and he has served on the editorial boards of several other journals. He is a fellow of the American Psychological Association, the Association for Psychological Science, the International Association for Applied Psychology, and the Society for Industrial and Organizational Psychology. He was a member of the NRC Committee on Behavioral and Social Science Research to Improve Intelligence Analysis for National Security. He holds a B.A. in psychology from the University of Rhode Island and an M.S. and a Ph.D. in organizational psychology from Pennsylvania State University.

**JUDITH S. OLSON** is the Bren Professor of Information and Computer Sciences in the Informatics Department at the UC Irvine, with courtesy appointments in the School of Social Ecology and the Merage School of Business. She has researched teams whose members are not collocated for over 20 years, summaries of which are found in her most cited paper, “Distance Matters,” and in her key theoretical contribution in the book *Scientific Collaboration on the Internet*. Her current work focuses on ways to verify her theory’s components while at the same time helping new scientific collaborations succeed. She has also been studying the adoption of the new suite of collaboration tools in Google Apps, both the general adoption on campuses and a detailed look at how people collaborate inside documents over time. She is a Fellow of the Association for Computing Machinery and with her husband and colleague, Gary Olson, holds the Lifetime Achievement award from the Special Interest Group in Computer Human Interaction. She has served on a number of NRC committees, including the Committee on Authentication Technologies and Their Privacy Implications, the Committee on Human-Systems Integration, and as a member of the Steering Group for a Symposium on Human Factors Research Needs in Space Station Design. In 2011, she was awarded the ACM-W Athena Lecture, the equivalent of the Woman of the Year in Computer Science. She holds a B. A. from Northwestern University and a Ph.D. from the University of Michigan.

**JEREMY SABLOFF** (NAS) is the president of the Santa Fe Institute. Before coming to the Santa Fe Institute, he taught at Harvard University, the University of Utah, the University of New Mexico (where he was chair of the department), the University of Pittsburgh (where he also was chair), and the University of Pennsylvania (where he was the Williams Director of the University of Pennsylvania Museum from 1994-2004 and Christopher H. Browne Distinguished Professor of Anthropology). He also was an overseas visiting fellow at St. John’s College, Cambridge, England. He is a past president of the Society for American Archaeology and past editor of *American Antiquity*. He is a member of the National Academy of Sciences, the American Philosophical Society, and a fellow of the American Academy of Arts and Sciences (elected in 1999). He was the American Anthropological Association’s Distinguished Lecturer in 2010 and received the Society for American Archaeology’s inaugural Award for Excellence in Latin American and Caribbean Archeology in 2011. He is the author or co-author of 9 books, has edited or co-edited 12 books, and has published more than 130 articles, book chapters, and reviews. His principal scholarly interests include: ancient Mayan civilization, pre-industrial urbanism, settlement pattern studies, archaeological theory and method, the history of archaeology, and the relevance of archaeology in the modern world. Dr. Sabloff earned a B.A. from the University of Pennsylvania and his Ph.D. from Harvard University.

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**BARBARA A. WANCHISEN, Board Director**, received a B.A. in English and philosophy from Bloomsburg University in Pennsylvania, an M.A. in English from Villanova University, and her Ph.D. in experimental psychology from Temple University. She is a long-standing member of the Psychonomic Society, American Psychological Association (*fellow*, Division 25), the Association for Behavior Analysis - International, and the American Association for the Advancement of Science. She has served on the editorial boards of the *Journal of the Experimental Analysis of Behavior* and *The Behavior Analyst* while also serving as a guest reviewer of a number of other journals in experimental psychology. From November 2001 until April 2008, Wanchisen was the executive director of the Federation of Behavioral, Psychological, & Cognitive Sciences in Washington, DC, a non-profit advocacy organization. In 2004, she was instrumental in the founding of the Federation's Foundation for the Advancement of Behavioral and Brain Sciences, which assumed the educational mission of the Federation. Previously, Wanchisen was professor in the department of psychology and director of the college-wide honors program at Baldwin-Wallace College in Cleveland, Ohio.

**MARGARET HILTON, Study Director**, directs the study of the Science of Team Science, after completing *Education for Life and Work: Developing Transferable Knowledge and Skills in the 21<sup>st</sup> Century* in 2012. The latter study built on her earlier workshop series which explored various dimensions of 21<sup>st</sup> century skills. As a senior program officer with the National Research Council (NRC) Board on Science Education and the Board on Testing and Assessment, she has directed and contributed to studies of K-12 and higher education and the labor market. Earlier, Hilton conducted studies of workforce training and international competitiveness at the Congressional Office of Technology Assessment. She has a B.A. in Geography from the University of Michigan, a Master of Regional Planning degree from the University of North Carolina at Chapel Hill, and an M.A. in Education and Human Development from the George Washington University.

**TINA WINTERS, Associate Program Officer**, works with the Committee on the Science of Team Science, the Committee on the Context of Military Environments, and the Committee on Measuring Human Capabilities. In 2011, she returned to the NRC to work with the Committee on the External Evaluation of NIDRR and Its Grantees. Prior to rejoining the NRC, she worked on an initiative to spread innovative health care practices and with the coordinating center for a medical registry on islet cell transplantation. In her earlier tenure at the NRC, she worked with the Committee on Social Science Evidence for Use and supported numerous studies, including *Scientific Research in Education*, *Knowing What Students Know: The Science and Design of Educational Assessment*, and the *National Science Education Standards*.

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#### Workshop on Science Team Dynamics and Effectiveness

Monday, July 1, 2013

Keck Center, Room 100

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