

**Eighth Annual
INGROUP Conference
July 11-13, 2013**

Have something of interest to the INGROUP community?

Write a column for the newsletter!

Submissions accepted in December, March, August and may include:

- Book Reviews
- Research Issues
- Funding Opportunities
- Teaching Approaches
- Insights about Interdisciplinary Research Collaborations

All material for publication should be submitted to the Editor as an email attachment in Microsoft Word or Word Perfect format and sent to dkennedy@uwb.edu

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President's Essay

From Neurons to Networks: New Technologies for Understanding Interaction at Multiple Levels

Over 400 years ago, a Dutch tinkerer named Zacharias Janssen, who worked in the fledgling spectacle industry, created a new tool. By engineering a set of lenses in a particular configuration, light could be manipulated such that objects could be magnified many more times than before. Although not immediately recognized as such, this tool would revolutionize much of science. Within a few decades, Marcello Malpighi, an enterprising physician and biologist in Bologna, used this new technology to "see" the capillaries posited in an earlier theory of the circulation of blood. Soon, the scientists of the day began their own modifications to this new tool, called a microscope, making it more powerful and more usable. But improving this technology was not



Stephen M. Fiore
University of Central Florida

the goal. It was merely the means to an end that they now realized. For what they had perceived was a hidden world now visible thanks to this powerful new instrument - a tool that would help them discover the many and varied intricacies of this world. By peeling away layers of organisms, subjecting them to forms of analysis never before possible, and studying inter-connections within and across these layers, they were able to observe and understand the beauty and the complexity of the biological systems around us.

You may be wondering what the point is of this brief tour of the history of science. While fascinating, what does it have to do with groups and teams research? The story is merely an illustration, albeit a powerful one, of how a technology can change our understanding of the world around us. And my point is this: It is, truly, an exciting time to be part of INGROUP. For, in the study of groups and teams, we are having introduced to us, not just one, but many new "tools" that are helping us instrument and/or observe the world of

interaction in ways never before considered. Importantly, though, we are observing interaction not just within levels, but also, across multiple levels of analysis. In this essay, I highlight a mere sampling of the many fascinating studies that have been published in the past year.

The burgeoning field of Social Neuroscience is helping us to understand, at the micro-level, the neurobiological underpinnings of social-cognitive processes. At the physical level, neural synchrony diagnosed via EEG, can be seen in the context of coordination in body movement during a cooperative interaction (Yun et al., 2012). This involved what is termed "hyperscanning EEG," and it was used in conjunction with motion tracking. Through this instrumentation, Yun et al. were able to observe, at a very fine-grain level, implicit interpersonal interactions based upon body movement synchronization. At the affective level, we are seeing how neural synchronization arises from shared emotional states to potentially promote social processes (Nummenmaa et al., 2012). Here, Nummenmaa et al. wanted to understand processes like social contagions through analysis of the somatosensory framework. This is hypothesized to allow us to understand the intentions and understanding of others. Using functional MRI in conjunction with intersubject correlation, they were able to observe how we can "sync" up with others. After viewing emotionally laden movie scenes, this synchronization was apparent in a variety of brain areas – from the sensory cortices to visual areas and mental simulation networks. Advances in EEG analytical techniques are also being used to study within brain and between brain coherence. For example, coordination within guitar duets shows synchronous oscillations that vary dependent upon leader-follower assignments (Sänger et al., 2012). And research in neuroendocrinology is helping us understand how

From the Editor

Happy New Year! And just like the new year countdown to the new year, we are counting down the days until the next INGRoup conference. Will you be there?

In this issue of the newsletter we will check in on the upcoming conference. Before we get ahead of ourselves, we pause to acknowledge the loss of a pioneer in group research, our friend and colleague, Dr. Richard Hackman. He will be missed.



Deanna M. Kennedy
University of Washington
Bothell

The Eighth Annual INGRoup conference will be held July 11-13, 2013 in Atlanta, GA, USA. The Program Chair, Stephenson Beck, motivates us to consider creative and interesting panel and paper submissions. As well, he describes the new submission software and how to interface with the software during the submission process. Be sure to submit your paper by January 31, 2013 (10pm EST). The call for submissions begins on page 10.

And get more out of your conference attendance by signing up for a pre-conference workshop. If you missed the Multi-level Modeling with R workshop at the last conference, you'll have another chance in Atlanta thanks to Bertolt Meyer. Additionally, Filip Agneessens will be presenting An Introduction to Social Network Analysis. The workshops are a great way to benefit from your INGRoup membership and augment your conference experience. These will be held Thursday afternoon,

From the Program Chair

I would like to echo previous reminders about the upcoming submission deadline for the 2013 Atlanta conference. As you know, one of the keys to a successful conference is having plenty of strong research presentations and panel sessions. I hope that you are preparing your submissions, and I am making myself available to any questions or concerns across the various submission types: papers, abstracts, panels, symposia, and posters.



Stephenson Beck
North Dakota State
University

In addition, please think creatively! If you have ideas about a unique panel or paper, please let me know. Original panel ideas are always exciting and I would encourage you to run any ideas by me.

Also, we are trying out a new submission software system for this year's conference. The software system we used in the past served us well, but due to increasing numbers of submissions and attendees, as well as our desire to have more conference software options (e.g., better reviewer tracking system, conference program creation option), we have elected to use the ConfTool system this year. Submitter instructions are included

with the CFP, and I will mention a few of the highlights here.

The new system asks that you create an account, from which you can conduct several items of conference business. First, there is a direct link to the variety of submission types from your account page. Second, you have the option (which we encourage you to take) to indicate which research topics best fit your reviewer preferences. You can select your preferences by clicking on the "Priority Topics" option. In addition to editing your profile, your account will be helpful in the future when you are asked to review articles. We encourage everyone to help with our reviewer needs, as the more reviewers we have, the lighter the load for everyone.

Lastly, we will be collecting feedback regarding your satisfaction with the system. Any suggestions will be of great benefit to program chairs in the future. Thank you.

To register and submit your paper, please use the following link:

<https://www.conftool.net/ingroup2013/index.php?page=login>

July 11th, 12:30-5pm with costs including materials and an afternoon snack break. Registration for both workshops closes on June 1st 2013 so be sure to register early as seating is limited and expected to sell out!

We also have an update on the Joseph E. McGrath Endowment from Laurie Weingart. This endowment funds two INGRoup activities: the Joseph E. McGrath Lifetime Achievement Award in the Study of Groups and the INGRoup Outstanding Student Conference Paper Award. We are 75% towards our goal! To contribute go to www.ingroup.net and click on the "donate to INGRoup" tab. As well, if you have someone to nominate for the Lifetime Achievement Award see the Call for Nominations on page 9.

This newsletter is delighted to feature two student submissions. Dorothy Carter provides insights about another setting in which teams researchers, many of which are return INGRoup conference attendees, discuss multiteam systems. Are you familiar with the term? To learn more about it read Dorothy's article "Small Group Meeting to Advance Research on Multiteam Systems: Varenna, Italy" starting on page 3.

Additionally, John Crowe explains his introduction to the INGRoup conference experience in the article "My first of many experiences at the annual conference: A student's perspective" starting on page 3.

We look forward to the exciting and interesting presentations from INGRoup members. See you there!

INGRoup Newsletter

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Don't wait!

Submit your paper for the INGRoup conference. Deadline for submissions is January 31, 2013 at 10pm EST.

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Small Group Meeting to Advance Research on Multiteam Systems: Varenna, Italy

Recently, I joined fellow INGRoup members/conference attendees Raquel Asencio, Leslie DeChurch, Noshir Contractor, Jay Goodwin, Gudela Grote, Sarah Harvey, Verlin Hinsz, John Hollenbeck, Dan Ilgen, Roger Leenders, Christian Resick, Ramon Rico, Rhetta Standifer, Sijr Uitdewilligen, Susan Winter, and Steve Zaccaro, along with other researchers from across multiple nations and disciplines, in attending a European Association of



Dorothy Carter
Georgia Institute of Technology

Work and Organizational Psychology (EAWOP) small group meeting on the topic of multiteam systems (MTSs) in Varenna, Italy. In total, these 30 groups researchers represented seven nations and four disciplines (e.g., Communication, Management, I/O Psychology, Organizational Behavior). As a society, INGRoup encourages us to promote groups research across nations, and to understand groups through collaborative, interdisciplinary research and through advancements in theory and methodologies. Because the recent MTS conference directly addressed each of these goals, I decided to share some of the meeting highlights with the rest of our community.

My first (of many) experiences at the annual conference: A student's perspective

"Do you want to go to INGRoup?"

"Of course I do!... Wait. What's INGRoup?"

This was the conversation that my professor and I had roughly a year ago. I was in the middle of my junior year of undergrad and just finished coauthoring a paper. And that was the extent of my knowledge



John Crowe
Creighton University

on academia: I wrote, I handed it in. The magical paper fairies took it away and I never saw it again. This time, however, I was told that the paper in which I devoted countless hours should be submitted to a conference. Given my interest in groups and teams research, and my position in an I/O psychology research lab, I was introduced to INGRoup. After a few quick, painless mouse clicks the paper was off.

"Do you want to go to INGRoup?"

"Of course I do!... Wait. It got accepted?"

As groups researcher, we recognize why it is important to consider the broader implications of structuring work into teams. Not only do employees increasingly complete their work within teams, teams are increasingly working with other teams to address large-scale organizational problems. In their chapter, Mathieu, Marks, and Zaccaro (2001) termed these complex systems of two or more interdependent teams "multiteam systems" and sparked an area of groups research that has become increasingly relevant to understanding groups and teams working as part of globalized, digitized, and empowered workforce. MTS research challenges us to consider how certain constructs (e.g., cohesion, leadership) might function differently as the level of analysis moves from the team to the system. For example, creating highly cohesive teams may benefit the performance of those teams, but inhibit the success of those teams in working as coordinated units (Davison, Hollenbeck, Barnes, Slesman, & Ilgen, 2011).

Under the auspices of EAWOP and the National Science Foundation (NSF), and endorsed by INGRoup, conference co-hosts Leslie DeChurch, Peter Essens, and Ramon Rico created the perfect forum

(Continued on page 8)

A short flight from Omaha to Chicago and I arrived at the hotel in eager anticipation of the 7th annual conference. I stowed my bags in my room and headed downstairs in an attempt to inconspicuously awe at all of the researchers whose works I studied for several of the preceding years. After a carpal tunnel-causing number of handshakes and an embarrassingly high number of aphasiac moments I felt my nerves start to mollify. Not because of anything that I did. It was because this experience was nothing like what I expected it to be. Every person that I spoke with was accomplished yet personable, venerated yet humble, brilliant yet affable.

Throughout the course of the conference I found myself having conversations with some of the most renowned names in the industry in which I am working to enter. Not only was I talking to them, but also they were taking to me - it was a conversation, not a lecture. I had the opportunity to debate theories, argue hypotheses, and conceptualize testing practices. Without even realizing it I was networking with sev-

(Continued on page 7)

INGRoup by the Numbers

As of January 10, 2013, INGRoup had 197 members. That's great! But compared to the 892 profiles with email addresses that we have generated over our almost eight years producing a conference, the organization has opportunity to grow.

INGRoup membership is now based on your anniversary date. When it's time to renew your membership, you will receive an email reminder. We hope you will renew your membership, and also hope that you'll introduce INGRoup to your students and colleagues who study groups and teams. The nominal membership fees (\$40 for postdocs/faculty/professionals and \$20 for graduate students) helps to defray administrative costs of the website, the membership system, credit card processing, organizational insurance, organizational awards, and other costs associated with running INGRoup. All INGRoup officers are volunteers; no one is paid for their service to INGRoup. Our membership fees keep INGRoup in operation and planning for future conferences.

McGrath Endowment

Donate to INGRoup while honoring the memory of Joe McGrath

We're almost there!

As of Jan 1, 2013 we have raised 75% toward our goal of \$20,000 for the McGrath Endowment!

The Joseph E. McGrath Endowment recognizes the achievements of senior scholars who have followed in Joe's footsteps and, importantly, encourages and reinforces the work of outstanding younger group researchers.

Specifically, INGRoup seeks to generate a \$20,000 endowment to fund two activities in perpetuity.

The Joseph E. McGrath Award for Lifetime Achievement in the Study of Groups. This award recognizes senior scholars who have made significant contributions to small group research throughout their careers.

Become a member of INGRoup!

For a nominal fee (\$40 for faculty and professionals and \$20 for students), you can support the ongoing operations of INGRoup. The money supports operating expenses like insurance and credit card processing fees, and development of new member services like upgrading and maintenance of our website. Your membership will help us to maintain stability as we continue to organize conferences showcasing research on groups and teams. In addition, members of INGRoup receive a discounted conference fee, a discount on workshop fees and can vote for Elected Board Member positions.



Board of Directors 2012 Conference



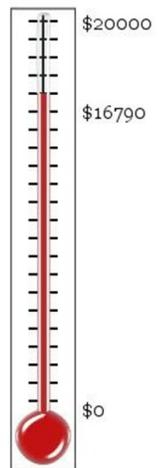
Back Row: Ben Herndon, Joann Keyton, Stephen Fiore, Scott Tindale

Front Row: Raquel Asencio Hodge, Michael Baumann, Ernest Park, Stephenson Beck, Mark Clark

Winners will be given lifetime INGRoup membership and have fees for conference attendance waived the year they receive their award. Previous winners of the Lifetime Achievement Award include Richard Hackman, John Levine, Richard Moreland, and Eduardo Salas.

The INGRoup Outstanding Student Conference Paper Award. This \$500 award will recognize the most outstanding submission by a student to each annual INGRoup conference program.

For more information about the endowment and how to donate, go to www.ingroup.net and click on the "donate to INGRoup" tab.



MemberClicks



Don't lose that connection from the conference!

Use Memberclicks to find email addresses of other INGRoup members.

A benefit of being an INGRoup member is that you can login to the MemberClicks system and check the member directory. While you are there be sure to make sure your information is up to date. And don't forget to add a picture!

<https://ingr.memberclicks.net/>

Sign up for the 2013 INGRoup Pre-Conference Workshops

Don't miss out – sign up today!

Workshops will be held Thursday afternoon, July 11th, featuring topics of interest to our members. The workshops will run from 12:30-5pm. Workshop costs include materials and an afternoon snack break. Both workshops will be held at the conference hotel.

Registration for both workshops closes on June 1st 2012. The price of both workshops is \$90 for members; \$180 for nonmembers. Be sure to register early as seating is limited and we expect both to fill early!

Workshop: Multilevel Modeling with R

We will once again host a Multilevel Modeling with R workshop, facilitated by Dr. Bertolt Meyer from the University of Zurich. In this workshop, Dr. Meyer first provides a brief introduction of R and a statistical background on multilevel modeling. The rest of the workshop is spent getting hands-on experience with R and with multilevel modeling using examples from Dr. Meyer. In addition, attendees will learn how to import data from SPSS for performing their own analyses. Prior to the workshop, attendees will receive an extensively-commented syntax file that includes all the examples and calcula-



Bertolt Meyer
University of Zurich

tions needed, including detailed download instructions for installing R on most popular operating systems. Attendees will also receive a list of reference cards with necessary commands for using R.

Workshop: An Introduction to Social Network Analysis for Research on Teams and Organizations

Our second workshop is titled An Introduction to Social Network Analysis for Research on Teams and Organizations and will be facilitated by



Filip Agneessens
University of Groningen,
Netherlands

Filip Agneessens from the University of Groningen, Netherlands and ICS. This workshop is an introduction to main concepts in social network analysis (including measures and methods) that are important for organizational research and group research in particular. The free, open-source statistical environment R is used. The first topic focuses on measures of the position of a person in a network (including centrality and Burt's structural holes). That is followed by a discussion of measures of team structure (such as density, centralization, indices for hierarchy, homophily and transitivity/closure). Classic and recent empirical studies are used as examples.



Be a Grouper

Please consider making a contribution to INGRoup – show your support for the association and help us maintain financial health. Donors will be recognized in the 2013 INGRoup program. You can make a donation at the "Be a Grouper" tab on our website or send your contribution payable to INGRoup to the address below. For more information, contact Benjamin Herndon at Benjamin.Herndon@mgt.gatech.edu.

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In Remembrance

J. Richard Hackman passed away peacefully in Boston, MA, on January 8, 2013. He was the Edgar Pierce Professor of Social and Organizational Psychology at Harvard. He received his bachelor's degree in mathematics from MacMurray College and his doctorate in social psychology from the University of Illinois. He taught at Yale for twenty years before moving to Harvard.



Hackman taught and conducted research on a variety of topics in social and organizational psychology, including team performance, leadership effectiveness, and the design of self-managing teams and organizations. His most recent books are *Leading Teams: Setting the Stage for Great Performances*, which in 2004 won the Academy of Management's

Terry Award for the most outstanding management book of the year, and *Senior Leadership Teams: What It Takes to Make Them Great* (with Ruth Wageman, Debra Nunes, and James Burruss).

In 2010, he was the recipient of INGRoup's first Joseph E. McGrath Award for Lifetime Achievement in the Study of Groups. He was also given the Distinguished Scientific Contribution Award from the American Psychological Association's division on industrial and organizational psychology, and both the Distinguished Educator Award and the Distinguished Scholar Award from the Academy of Management. He served on the Intelligence Science Board for the Director of National Intelligence and on the Board of Trustees for the Orpheus Chamber Orchestra.

the neuropeptide, oxytocin, influences trust and cooperation in groups and can alter behaviors across groups (De Dreu et al., 2012). Using a modification of the classic Prisoner's Dilemma game, they studied the traditional patterns of interaction that can arise during game-play (e.g., reward or punishment). Interestingly, they found that the impact of the oxytocin occurred within the group in that it influenced the desire to protect vulnerable group members.

In Human-Computer Interaction and Computer Supported Collaborative Work, we are seeing a fascinating blend of disciplines to study meso-level patterns of interaction. Here, research is examining how technologies are scaffolding group processes and how artifacts like visual analytics influence complex collaborative cognition (e.g., Gergle et al., 2012; Isenberg et al., 2012). Using a digital puzzle task that varied factors such as complexity and visual feedback, Gergle et al. showed how shared visual spaces between "helpers" and "workers" can influence performance by altering, for example, conversational grounding and shared task awareness. Tabletop displays are also being developed and helping us study not just task factors, but also team factors. In a visual analytics task, Isenberg and colleagues identified varied collaboration patterns that arise when teams work with hundreds of digital documents to solve problems requiring the integration of a vast amount of text. They were able to show the relationship between loosely and tightly coupled interactions "around" the task and display as team members worked to distill and synthesize information. Developments within the field of "environmentally aware computing" are allowing us to understand patterns of interaction related to any number of team outcomes. By integrating the use of sociometric badges with traditional surveys, Tripathi and Burleson (2012) were able to develop a predictive model of creativity in teams in their organizational context. Importantly, this type of research can help us understand the relationship between individual and team creativity by monitoring the relationship between team meetings and individual output. Infrared optical systems and passive markers are now being used for kinematic data capture during group interaction. Here, non-verbal behavior is studied to examine movement patterns related to leadership in orchestras. This research is enabling a detailed computational analysis of causal relations between a conductor's wand and violinists' elbow movement to uncover leadership dynamics related to the aesthetic quality of music (D'Ausilio et al., 2012).

Within Network Science, broad patterns of interaction are being studied across multiple time scales. For example, network analysis is being used to understand success in complex teamwork environments. In a study of over 1,000 collaborative proposals, research on scientific teamwork is developing analytic techniques that simultaneously take into account patterns of prior co-authorship coupled with analysis of citation overlap. This research can help to determine team assembly as well as predict collaboration success (see Contractor, 2013, for a discussion). In sports, interaction networks are studied to illuminate the patterns of effective team performance. For example, in studying hundreds of thousands of passes in professional soccer, using metrics such as network intensity (or the passing rate) and network centrality, high intensity and low centralization were related to more effective game play (Grund, 2012). Social network analysis, in the context of Massive Multi-player Online Role-Playing Games, is also providing insights into performance within virtual organizations. With data collected over multiple months, and thousands of players, factors such as alliances, trades, and cooperation are being used to understand goal accomplishment (Wigand et al., 2012).

As I noted, these examples represent merely a small sample of the many fascinating studies published in the last year. Our colleagues are adopting and adapting these technologies to create new methods of observation and analysis. Just as the microscope uncovered the hidden layers of biological systems, these technologies are revealing the complex inter-connections within and across social systems. What must be recognized, though, is that these technologies are helping us better understand the concepts and constructs and the theories we have already developed. That is, they are providing a new perspective on concepts such as coordination, or communication, or even cooperation and conflict. As an organization, IN-GRoup needs to help push this research forward and capitalize on these developments. To do this, groups and teams researchers need to broaden their collaborative circles and share new methods and measures. Such interdisciplinary collaborations are necessary to enhance the accuracy and the precision of these new technologies. More importantly, only then, can we begin to generate new constructs and concepts in groups and teams research. And, only then, can we reap the intellectual rewards that these technologies promise through the development of new theories that transcend disciplines and provide a fuller understanding of groups and teams.

So I close with this final point. In this brief essay, I have loosely categorized these new technologies along neuronal to network levels. But, as we are all well aware, a multi-level perspective can often shed more light on phenomena of interest (e.g., Kozlowski & Klein, 2000). As our recently passed colleague and friend, Richard Hackman, so eloquently articulated a decade ago, a multi-level perspective can lead to new insights into the causal mechanisms shaping process and performance. He argued that by bracketing the main phenomenon of interest, a level above and a level below, our theories can become stronger (Hackman, 2003). Specifically, the "explanatory power of bracketing lies in crossing levels of analysis, not blurring them" (p. 919), and we are now able to do this through interdisciplinary collaborations that range from neuroscience to network science and everywhere in between.

(Continued on page 7)

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(My first (of many) experiences... Continued from page 3)

eral people that I now call friends. Which brings me to the reason that I'm writing this piece.

I knew that I loved doing research involving teams and groups. What I did not realize was how simultaneously expansive and intimate this field was. How could I? People infinitely more knowledgeable than myself surrounded me; however, by listening and learning from the excellence around me I was in a markedly better position than many of my peers. It is one thing to read a journal article but it is something entirely different to be able to meet its author and bounce ideas around.

I would be remiss were I not to extol the effort by many of the professors I met that have worked to get their undergraduate students involved in a conference with the prestige of INGRoup. I had a passion that was realized by meeting like-minded people. I was given the opportunity to see that through study, hard work, and aspiration something I helped to craft can begin to take shape. This is something that all students should be taught.

And now, halfway through my senior year of undergrad, graduate school applications out the door, and more research under my belt, it is time for the 8th annual INGRoup conference registration and submissions. I just recently received an email letting me know that I should start preparing so I walked into my professor's office to get his thoughts on whether or not I should submit what I have been working on.

"Do you want to go to INGRoup?"

"Of course I do!"

for collaborative research that pushes the science of MTSs to the next level. Our four keynote speakers, Dan Ilgen, Noshir Contractor, Jay Goodwin, and Stephen Zaccaro, offered clear paths for the future of the field. Drs. Ilgen and Goodwin opened the conference with back-to-back talks on the future of MTS research. Dr. Ilgen advocated for MTS research that demonstrates the uniqueness of the MTS context—for example, research demonstrating that the “conditions defining MTSs account for significantly more variance in key criterion variables than the variables defining the next most predictable theory in use.” Dr. Goodwin discussed issues of complexity in MTSs, including how formal and informal structures interact to impact MTS performance.



Noshir Contractor and Steve Zaccaro provided intellectual “antipasti” before each of the dinners. Noshir Contractor discussed advanced network analytic strategies applied to MTS research. Combining network analytic techniques and a multi-theoretical perspective (e.g., theories of self-interest, theories of contagion, balance theories), he introduced an exciting new area for team and MTS research that pushes us to think about why and how people self-assemble into multiteam systems. Steve Zaccaro delivered our closing keynote during our final dinner. Dr. Zaccaro closed the conference advocating a stronger focus on the confluent and countervailing dynamics that can exist among intra-team and inter-term processes and emergent states in MTSs. Confluent dynamics occur when MTS-level processes and emergent states explain significant incremental variance in MTS performance beyond team-level processes and emergent states. Countervailing dynamics occur when component team processes are negatively related to processes and emergent states at the between-team and/or MTS-level. Focusing more research toward these types of dynamics could help address the need for more research clarifying the uniqueness of the MTS context.



The participants shared research findings representing their diverse disciplinary perspectives. For example, Leslie DeChurch discussed distributed leadership in MTSs, providing evidence that enacted leader functions shift over time in tandem with task phases. Thom de Vries discussed how functional diversity can have both positive and negative effects on MTS performance by increasing horizontal coordination but decreasing aspirational behavior. Robert Davison and John Hollenbeck discussed findings from a laboratory study focused on the influence of context on goal commitment across three levels of the system (i.e., individual role, component team, system).

In closing, multiteam systems research is an area that is both interdisciplinary and international. The MTS small group meeting provided a rare opportunity for 30 MTS researchers from seven countries to meet and discuss potential collaborations. Thus, it was a great start in building the teams needed for future MTS research. As a PhD student, the opportunity to hear cutting-edge developments in the field of MTSs, discuss research with experts in the field, and begin new international collaborations was truly inspiring. More information about the conference including archived presentations can be found at <http://delta.gatech.edu/EAWOP.htm>.

Mathieu, J. E., Marks, M. A., & Zaccaro, S. J. (2001). Multiteam systems. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology*, (Vol 2). London: Sage Publications.

Davison, R. B., Hollenbeck, J. R., Barnes, C. M., Slesman, D. J., & Ilgen, D. R. (2011). Coordinated action in multiteam systems. *Journal of Applied Psychology*, 94, 808-824.

The Joseph E. McGrath Award for Lifetime Achievement in the Study of Groups

Call for Nominations

INGRoup invites nominations for the *Joseph E. McGrath Award for Lifetime Achievement in the Study of Groups*. INGRoup values and promotes diversity in theoretical and methodological perspectives for examining and understanding group processes and outcomes. This award will go to an individual or identifiable research team whose work has shown an enduring commitment to advancing the interdisciplinary science of team or small group behavior, dynamics, and outcomes.

The award recipient(s) will be granted a lifetime membership to INGRoup, be recognized at the INGRoup conferences, and receive a commemorative plaque. In addition, the recipient is invited to give an address that relates to his, her, or their contributions at the subsequent meeting of INGRoup.

Nomination deadline: April 15, 2012

Committee decision announced to nominees: June 1, 2012

Committee decision made public at INGRoup conference

Nomination Guidelines

1. Nominations may be submitted by any member of INGRoup. Self-nominations are also welcome.
2. A letter of nomination should outline the contributions made by the nominee(s) to knowledge about groups and teams. See the criteria for the award below.
3. A current vita of the nominee(s) should accompany the letter of nomination.
4. The nominator may also include a small set of materials that illustrate the contributions of the nominee(s) (e.g., no more than three representative articles).
5. Supporting letters may be included as part of the nomination packet. The number of supporting letters (not counting the nominating letter) for any given nomination should not exceed three.
6. Letters of nomination, vita, and all supporting letters and materials must be submitted by April 15 to Joann Keyton via jkeyton@ncsu.edu

Criteria for the Award

The letter of nomination should address the following issues:

1. The general nature of the nominee's contributions to the study of teams or small groups.
2. The most important theoretical and/or empirical contributions.
3. The impact of the nominee's contributions on the scholarly study of teams or small groups including the impact that his or her body of work has had on the work of students and colleagues.
4. The impact that the work has had across the various disciplines studying teams or small groups.

2012 McGrath Award Committee

(To Be Determined)

Interdisciplinary Network for Group Research (INGroup)

CALL FOR PAPERS

Eighth Annual Conference

July 11-13, 2013

Renaissance Atlanta Midtown Hotel

Atlanta, GA, USA

Submission Deadline

Submissions must be received by **Thursday, January 31, 2013** (10 p.m. EST).

Overview

Societies are dependent on the formation and utilization of groups and teams, making them relevant to countless aspects of life. Accordingly, scholars who study groups can be found across a wide array of disciplines (e.g., anthropology, communication, education, history, information systems, nursing, organizational behavior, philosophy, psychology, political science, public health, sociology). The Interdisciplinary Network for Group Research (INGroup) was created to provide a context for scholars to:

- Promote communication about groups and teams research across fields and nations
- Advance understanding about group dynamics through research
- Advance theory and methods for understanding groups and teams
- Promote interdisciplinary research

The 8th Annual INGroup Conference will be held so scholars across disciplines can come together, share information, and learn from one another. The conference program will include paper, poster, symposia, and panel sessions, a keynote address, and a business meeting open to all members so the future of INGroup can be collectively planned and shaped.

Submissions

An online system (accessible via www.ingroup.net) will be made available from late-November, 2012, to January 31, 2012. All submissions must be accompanied by a 50-word abstract for inclusion in the conference program. Provide full name, position, institution, discipline, and contact information for all presenters. Submissions that include participants from a variety of disciplinary traditions are highly encouraged. Scholars can be the presenting author on no more than three submissions. Late submissions will not be accepted. Submissions that involve research that has been previously presented at other professional conferences should be modified so that they are not identical to past presentations, and, most importantly, should be tailored to suit the INGroup's interdisciplinary audience. Manuscripts accepted for publication cannot be submitted for presentation at the conference. We accept the types of submissions listed below.

Individual Submissions

Submission for paper presentations and posters can take two forms: an extended abstract or a complete paper. Note, to be considered for the conference best paper awards, complete paper submissions are necessary.

- *Papers.* A complete paper should (a) present original research or (b) develop, review, or critique group theory or group methods. Complete papers can be up to 35 pages, inclusive (tables and figures excluded from the page limit). Complete papers should include the following: title, keywords, purpose, methodology, results, conclusions, and references. Complete papers for theories, reviews, or critiques should include the following: title, keywords, purpose, scope of theory/critique/review, conclusions, and references. During the submission process, you will be asked to indicate your preference (not guaranteed) of presenting your paper as an oral presentation or in an interactive poster session.

- *Extended abstract.* Extended abstracts should be 1,500-to 3,000-words and present original empirical research. Extended abstracts for empirical papers should include the following: title, keywords, purpose, methodology, results (preliminary if in early stages), conclusions, and key references. During the submission process, you will be asked to indicate your preference (not guaranteed) of presenting your paper as an oral presentation or in an interactive poster session. Extended abstracts are intended for research projects that are still in process. It is expected that the research will be complete by the time of the conference.
- *Poster.* Complete papers and extended abstracts can likewise be submitted for the sole purpose of participating in the annual poster session. Poster submissions should meet the same requirements as the paper and extended abstract submissions.

Sessions

Submission for session presentations can take two forms: a symposium or a panel. Symposium sessions are primarily presenter-oriented, while panel sessions are highly interactive.

- *Symposium.* Symposia submissions should adequately describe an overarching theme that has relevance across disciplines. All else being equal, submissions that include participants from more than one discipline will be favored. A symposium can have either (a) 4 presentations or (b) 3 presentations and a discussant. Presenters should discuss research that directly relates to the overarching theme of the session. If a discussant is involved, the role and contribution of the different roles should be discussed. Submissions should be between 900 and 1,500 words and describe the focal issue, participants' qualifications and expected contributions. Each presentation within the symposium should be described by a title and abstract of up to 150 words. By submitting, at least one co-author from each paper is committed to register for, and attend, the conference upon acceptance.
- *Panel:* Panel submissions should adequately describe an overarching theme that has relevance across disciplines. Panel submissions should aim to create a forum for scholarly discussion about contemporary issues related to the advancement of group theory and/or research. All else being equal, submissions that include participants from more than one discipline will be favored. A panel should have a moderator to facilitate discussion and can have up to 6 participants total (including the moderator). Submissions should be between 900 and 1500 words and describe the focal issue, participants' qualifications, and expected contributions. Submissions should adequately describe a plan for facilitating discussion between panelists and/or the panel and audience, and should describe how such discussions could advance group theory and/or research. By submitting, all participants are committed to register for, and attend, the conference upon acceptance.

Submission Procedures

Submissions will be reviewed by the program committee. The program chair will notify the submitter of acceptance by late March. Best Paper and Best Student Paper Awards (based on full paper submissions), and Best Poster awards will be presented at the conference. All session participants must register for and attend the conference; all accepted papers must be presented by one of the authors.

For the 2013 INGRoup conference in Atlanta, we will be using a new software system for submitting manuscripts. As with the adaptation of all new technologies, we ask for your patience as you go through the process. However, we feel the new software is improved upon our last version, and will request your feedback after the conference.

The first step is to register with the ConfTool software system. Registration consists of a few demographic questions and requires you to create a user name and password. Once registered, you will then be given several account options (Overview tab) as to how you can proceed. Two of the options are very important to complete. First, "Your submissions" will give you the option to submit a manuscript. Upon clicking this link, you will be given five different types of submission options (paper, extended abstract, poster, panel, symposium) and will then be able to submit your manuscript.

The second account option is titled “Priority Topics” and allows you to indicate topics that topics are in line with your reviewer expertise. We ask all submitters to help with the review process for INGRoup, and by identifying your topics the program chair will be best able to align you with submissions that fit your areas of interest.

Last, if you have any questions please contact the program chair, Stephenson Beck, at ndsu.ingroup@ndsu.edu. Thanks for submitting to INGRoup, and we look forward to seeing you in Atlanta.

To submit your paper, please use the following link:
<https://www.conftool.net/ingroup2013/index.php?page=login>

Local Arrangements

The 2013 conference will be held at the Renaissance Atlanta Midtown Hotel, in Atlanta, GA. A block of rooms have been reserved at the conference hotel July 9 through July 14, 2013 at the conference rate of \$144.00 (single, double, triple, quad). A phone number and website for room reservations through the hotel will be provided at www.ingroup.net. The conference fee includes conference programming; a welcome dinner reception on the evening of July 11; morning and afternoon breaks and lunch on July 12 and 13; and a closing reception on July 13. For more information, please go to www.ingroup.net, or contact a member of the organizing committee:

- Stephenson J. Beck (Program Chair), North Dakota State University (ndsu.ingroup@ndsu.edu)
- Leslie DeChurch/Ben Herndon (Local Arrangements Co-Chairs), Georgia Tech University (leslie.dechurch@psych.gatech.edu; benjamin.herndon@gmail.com)
- Joann Keyton (Vice-chair and Conference Coordinator), North Carolina State University (jkeyton@ncsu.edu)
- Stephen M. Fiore (Chair and President), University of Central Florida (sfiore@ist.ucf.edu)

INGRoup Communications

For more information on INGRoup go to www.ingroup.net.

You can also contact INGRoup at:

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109 Castlefern Dr.
Cary, NC 27513

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Email: ingroupscholars@gmail.com

To stay on top of INGRoup announcements, consider joining INGRoup on Facebook. The INGRoup Facebook page is designed to facilitate communication among our members, and promote discussion regarding all topics relevant to groups. The Facebook group can be found at:

www.facebook.com/groups/248745988486627