

INGRoup

Interdisciplinary Network for Group Research

First Annual Conference *July 27 - 29, 2006*

Holiday Inn Select - University Center
Pittsburgh, Pennsylvania

Sponsored in part by:

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Center for Interdisciplinary
Research on Teams

INGRoup Coordinating Chair

Gwen Wittenbaum

Local Arrangements Chair

Laurie Weingart

Program Planner

Joann Keyton

Organizing Committee

Joann Keyton
Richard Kettner-Polley
Franziska Tschan
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Book Exhibit

Exhibit Coordinator: Jamie McMinn
Library of Social Science Book Exhibits

Local Volunteers

Moira Burke
Terrill Frantz
Thomas Hansen
Kim Ling
Jonathan Pinto
Joe Radzevick
Anushri Rawat

Conference Schedule at a Glance

Thursday, July 27, 2006		
3:00 – 6:00 pm	Registration	Lobby, Outside Schenley Ballroom
6:30 pm	Opening Dinner	Schenley Ballroom
post dinner	Graduate Student Gathering	Hotel Bar

Friday, July 28, 2006		
8:00 am – noon	Registration	Lobby, outside Schenley Ballroom
8:30 – 9:45 am	Parallel Sessions	
Session 1	Multinational Distributed Teams: Integrating Theory and Practice	Oakland I, Mezzanine Level
Session 2	Group Membership Change: Information & Influences	Oakland II, Mezzanine Level
Session 3	Transactive Memory: Theory and Research	Panther, Mezzanine Level
Session 4	Decision Making Interaction: Textual Approaches	Shadyside, Mezzanine Level
9:45 – 10:05 am	Morning Refreshment Break	Lobby, Outside Schenley Ballroom
10:05 – 11:20 am	Parallel Sessions	
Session 5	Improving Performance to Achieve Group Goals	Oakland I, Mezzanine Level
Session 6	Membership Issues: Creating the Collective	Oakland II, Mezzanine Level
Session 7	Deliberating through Democratic Discourse	Panther, Mezzanine Level
Session 8	Translating Group Theory in Action	Carnegie, Lobby Level
11:30 am – 1:00 pm	Luncheon – Report on State of Group Research Project	Schenley Ballroom
1:15 – 3:00 pm	Plenary Session I – Studying Groups from Different Perspectives	Schenley Ballroom
3:00 – 3:20 pm	Afternoon Break	Lobby level, 1 st floor
3:20 – 4:35 pm	Parallel Sessions	
Session 9	Group Competition and Cooperation	Oakland I, Mezzanine Level
Session 10	Time & Sequence: Central Variables in Team Performance	Oakland II, Mezzanine Level
Session 11	Innovating the Study of Distributed Teams	Panther, Mezzanine Level
Session 12	Influencing Group Decisions	Carnegie, Lobby Level
5:00 – 6:30 pm	Poster Setup	Schenley 5/6
6:30 pm	INGRoup dinner and Group Photo	Schenley Ballroom
Dessert and Coffee	Poster session	Schenley Ballroom

Saturday, July 29, 2006		
8:30 – 10:10 am	Plenary Session II – Research Methods for Studying Groups	Schenley Ballroom
10:10 – 10:30 am	Morning break	Lobby level, 1 st floor
10:30 – 11:45 am	Parallel Sessions	
Session 13	Acting as One: Influences of Group Identity	Oakland I, Mezzanine Level
Session 14	Moving in New Directions: Innovative Theory	Oakland II, Mezzanine Level
Session 15	Leadership: Crucial & Conflicting Roles?	Panther, Mezzanine Level
Session 16	Together But Alone: Issues in Distributed Teams	Carnegie, Lobby Level
11:55 am – 1:30 pm	Lunch buffet – Report on conference	Schenley Ballroom
1:40 – 2:55 pm	Parallel Sessions	
Session 17	Outcomes and Group Effects	Oakland I, Mezzanine Level
Session 18	Getting It Done Together: Pushing Collaboration Theories	Oakland II, Mezzanine Level
Session 19	Intervention Processes: Reflection & Knowledge: Process as Product	Panther, Mezzanine Level
Session 20	Theories of Small Groups: Interdisciplinary Perspectives	Carnegie, Lobby Level
2:55 – 3:15 pm	Afternoon break	Lobby level, 1 st floor
3:15 – 4:30 pm	Parallel Sessions	
Session 21	An Interdisciplinary Conversation on Methods, Measures, and Challenges of Group Process Assessment	Oakland I, Mezzanine Level
Session 22	Theory & Method: A Critical Look	Oakland II, Mezzanine Level
Session 23	Information Conundrums in Decision Making	Panther, Mezzanine Level
Session 24	Questions of Confidence: Questions of Identity & Implication for Self & Group	Shadyside, Mezzanine Level
4:40 – 5:40 pm	INGROUP Open Business Meeting	Oakland, Mezzanine Level
6:30 pm	Pittsburgh Zoo Outing & Dinner (<i>wear comfortable shoes!!!</i>)	Bus pickup -- hotel

Conference Schedule

Thursday, July 27, 2006

Registration 3:00-6:00 p.m.
Lobby level, 1st floor
Outside Schenley Ballroom

INGRoup's Opening Dinner 6:30
Schenley Ballroom

Graduate Student Gathering
Meet Gerardo A. Okhuysen in the hotel bar after dinner

Friday, July 28, 2006

Registration 8:00 a.m to Noon
Lobby level, 1st floor
Outside Schenley Ballroom

Exhibits
Lobby level, 1st floor

Friday, July 28, 2006

8:30-9:45 Session 1

Oakland I, Mezzanine Level

Multinational Distributed Teams: Integrating Theory & Practice

Shuffler, M., & Connaughton, S. *Multinational distributed teams: Characteristics and assumptions.*

Zaccaro, S. J., Hildebrand, K., & Herman, J. L. *The role of leadership processes in team adaptation.*

Köhler, T. *Methodological challenges of the study of group norms in internationally distributed teams.*

Mathieu, J. *Toward a dynamic team composition framework.*

Goodwin, G. F., Discussant

8:30-9:45 Session 2

Oakland II, Mezzanine Level

Group Membership Change: Information & Influences

Hansen, T., & Levine, J. M. *Newcomer innovation in work teams.*

Moore, D. A., Swift, S. A., & DeVito, L. *Correspondence bias in group selection decisions: Why grade inflation works.*

Rink, F., & Ellemers, N. *The acceptance of newcomers in groups: Collective regulatory focus and newcomers' social category membership.*

8:30-9:45 Session 3

Panther, Mezzanine Level

Transactive Memory: Theory & Research

Austin, J. R., & Hanke, R. *Transactive memory: Slowing down to take stock of where we are and where we need to go.*

Baumann, M. R., & Bonner, B. L. *Effects of temporal perspective on the development of transactive memory systems.*

Yoon, K. *Expertise recognition and socio-emotional experiences in multi-cultural groups.*

8:30-9:45 Session 4

Shadyside, Mezzanine Level

Decision Making Interaction: Textual Approaches

Boos, M. *Correlates and effects of the conversational coherence of group discussions.*

Raes, A. M. L., Glunk, U., Heijltjes, M. G., & Roe, R. A. *Images of leadership in a top management team: A qualitative and longitudinal investigation*

Seibold, D. R., & Meyers, R. A. *Structurational group argument research: Review and critique.*

Morning Break 9:45 – 10:05

Lobby level, 1st floor

Friday, July 28, 2006

10:05-11:20 Session 5

Oakland I, Mezzanine Level

Improving Performance to Achieve Group Goals

Antoni, C. H., & Gushorst, S. *Furthering and hindering effects of group cohesion on common group goal commitment of interdependent groups.*

Larson, J. R., Jr. *Cognitive diversity and strong synergy: Modeling the impact of variability in members' problem-solving strategies on group problem-solving performance.*

Mannarelli, T., & Soll, J. *Group decision-making and creativity of choice versus creativity of options.*

10:05-11:20 Session 6

Oakland II, Mezzanine Level

Membership Issues: Creating the Collective

Bhappu, A. D., Salvador, R. O., & Zellmer-Bruhn, M. E. *Evidence of the anchoring and adjustment heuristic: Perceived similarity in diverse teams.*

Bogenstätter, Y., Tschan, F., & Marsch, S. *Acting on what one knows: Predicting the accuracy of information provided to incoming group members in a medical emergency situation.*

Kraut, R., Ling, K., Burke, M., Butler, B., Wang, X., & Joyce, L. *Determining success in online groups.*

10:05-11:20 Session 7

Panther, Mezzanine Level

Deliberating through Democratic Discourse

Blee, K. M. *Transition points in social movement group dynamics.*

Konieczka, S. *Talking in circles: Group interaction, communication, and deliberative democracy.*

Van Swol, L. M. *Do extreme members talk more and talk earlier in group discussions?*

10:05-11:20 Session 8

Carnegie, Lobby Level

Translating Group Theory into Action

Ancona, D. *X-teams and the road from theory to practice.*

Heinze, P. *Application of Tavistock group relations principles.*

Plummer, E. *Integrating dynamical systems theory and integrative conflict resolution strategies to manage conflict in groups.*

Luncheon 11:30-1:00

Schenley Ballroom

Report on State of Group Research Project

Poole, M. S., Cho, W. Y., & Head, K. *New directions for group theory and research: A Delphi study.*

Friday, July 28, 2006

**Plenary Session I -- 1:15-3:00
Schenley Ballroom**

Studying Groups from Different Perspectives

J. Richard Hackman, Edgar Pierce Professor of Social and Organizational Psychology, Harvard University. *Conditions, levels, and processes: Three imperatives for new perspectives.*

Richard L. Moreland, Professor, Psychology, University of Pittsburgh. *Social psychological theories about small groups: Another revolution is coming.*

Eduardo Salas, Trustee Chair and Professor of Psychology, University of Central Florida. *Work teams in organizations: It takes a village.*

Scott Poole, Professor, Communication, University of Illinois. *The communication tradition in small group theory and research.*

Gwen Wittenbaum, Facilitator

**Afternoon Break 3:00-3:20
Lobby level, 1st floor**

Friday, July 28, 2006

3:20-4:35 Session 9

Oakland I, Mezzanine Level

Group Competition and Cooperation

McGlynn, R. P., Harding, D. J., & Cottle, J. L. *Group-on-individual interactions: Exploring the discontinuity effect.*

Proença, M. T. *Cooperation in different forms of self-managed work teams: Evidence from Portugal.*

Tindale, R. S., Morgan, P., Dykema-Engblade, A., Meisenhelder, H., Wittkowski, E., Stawiski, S., & Jacobs, E. *Further explorations of the individual-group discontinuity effect.*

3:20-4:35 Session 10

Oakland II, Mezzanine Level

Time & Sequence: Central Variables in Team Performance

Blount, S., Waller, M. J., Kaplan, S., Sanchez-Burks, J., & Phillips, S. *Interpersonal synchrony: Understanding the link between the experience of temporal alignment and team performance.*

Tada, Y., Orasanu, J., Beckum, L., Reyes, M., Dole, A., Paletz, S., & Fischer, U. *Task planning enhances distributed team decision making in a simulated search and rescue mission.*

Tschan, F., Bogenstätter, Y., Semmer, N., Arametti, M., & Marsch, S. *Groups on the fly: Implications for coordination requirements.*

3:20-4:35 Session 11

Panther, Mezzanine Level

Innovating the Study of Distributed Teams

Caya, O., Pinsonneault, A., & Mortensen, M. *Understanding virtual team performance: An integrative synthesis of research on group, information technology, and virtual context.*

Fiore, S. M., & McDaniel, R. *Building narrative theory for distributed teams.*

Köhler, T., Cramton, C. D., & Hinds, P. J. *Design and validation strategies for qualitative study of international teams.*

3:20-4:35 Session 12

Carnegie, Lobby Level

Influencing Group Decisions

Henningsen, M. L. M., & Henningsen, D. D. *Perceiving influence in group discussion: Perceptions and statements of normative and informational influence.*

Hinsz, V. B. *Out of bounds: Group judgments outside of the members' initial preferences.*

Kauffeld, S. *Mood linkage in work groups—A sequential examination of interaction processes when completing optimization tasks.*

Nijstad, B. A. *Decision refusal in groups: The role of time pressure and leadership.*

Friday, July 28, 2006

**Poster Setup 5:00-6:30
Schenley 5/6**

**INGRoup dinner and Group Photo 6:30 pm
Schenley Ballroom**

Poster Session with dessert and coffee following dinner

1. Bell, C. S., Olivera, F., & Campeau, D. R. *Efficient or distracted?: Perceptions of multitaskers in groups.*
2. Bolinger, A. R., Okhuysen, G. A., & Bonner, B. L. *Elements of group effectiveness.*
3. Cronin, M. A., & Weingart, L. R. *Cognitive functions in group problem solving.*
4. Curseu, P. L., & Rus, D. *The cognitive complexity of groups: A critical look at team cognition research.*
5. Facchin, S., & Tschan, F. *Team reflexivity and team effectiveness: The moderating effect of task type and decision latitude.*
6. Henningsen, M. L. M., Henningsen, D. D., Braz, M. E., & Borton, I. M. *Influence statements and attraction in decision-making groups.*
7. Kolbe, M., & Boos, M. *Coordination of decision-making groups.*
8. Lei, Z. *Trust but verify: Error identification and correction in teams.*
9. Littlepage, G., Drake, L., Littlepage, A., & Hollingshead, A. *Impact of communication and specificity of knowledge allocation on the utility of transactive memory.*
10. Priest, H. A., Burke, C. S., & Salas, E. *Culture and training for teams: A framework for application.*
11. Ren, Y. C. *Project decisions and team member selection strategies: Revisiting the exploration and exploitation argument.*
12. Resick, C. J., DeChurch, L. A., & Randall, K. K. *Personality and intra-team relations: Examining the mediating role of motivation.*
13. Rosen, M. A., Fiore, S. M., & Salas, E. *The memetics of team problem solving.*
14. Rosen, M. A., Guthrie, J. W., & Salas, E. *Teams and technology: A review of the effects of computer-mediation on team performance.*
15. Swaab, R., & Postmes, T. *Shared cognition meta-analysis: Effects on group performance and group solidarity.*
16. Turner, G. A., & Schober, M. F. *How feedback on collaborative skills in a studio design chatroom affects the discourse.*

Saturday, July 29, 2006

**Exhibits
Lobby level, 1st floor**

**Plenary Session II -- 8:30-10:10
Schenley Ballroom**

Research Methods for Studying Groups

Amy C. Edmondson, Professor, Business Administration, Harvard Business School.

Methodological fit in group research: Collecting qualitative data, quantitative data, or both?

David Krackhardt, Professor of Organizations, Heinz School of Public Policy and Management and Tepper School of Business, Carnegie Mellon University. *Dimensions and questions for network analysis of group structure.*

John M. Levine, Professor, Psychology, University of Pittsburgh. *Experimental research on groups.*

Renee Meyers, Professor, Communication, University of Wisconsin, Milwaukee. *Analyzing group interaction: Passion, patience, and persistence required!*

Laurie Weingart, Facilitator

**Morning break 10:10-10:30
Lobby level, 1st floor**

Saturday, July 29, 2006

10:30-11:45 Session 13

Oakland I, Mezzanine Level

Acting as One: Influences of Group Identity

Beenen, G. *From we to me: Group identity and egocentric bias in work teams.*

Carpenter, S. *A measure of entitativity: The “groupness” of groups and teams.*

Gockel, C., & Kerr, N. L. *Indispensability vs. group identification as a source of talk motivation.*

10:30-11:45 Session 14

Oakland II, Mezzanine Level

Moving in New Directions: Innovative Theory

Fine, G. A. *Small groups and collective memory.*

Hewes, D. E. *Re-imagining the role of communication in groups: Dual-level connectionist models with negative analogies.*

Mohammed, S., & Harrison, D. A. *Examining time and teams from a multilevel perspective.*

10:30-11:45 Session 15

Panther, Mezzanine Level

Leadership: Crucial & Conflicting Roles?

DeChurch, L. A., & Resick, C. J. *Task interdependence in multiteam systems: Examining differences in critical leader functions.*

Fisher, C. M., Wageman, R., & Hackman, J. R. *What team leaders see: Towards an understanding of the timing of team leader interventions.*

Keyton, J., Beck, S., Dennis, M., & Kunkel, A. *Double duty in breast cancer support groups: Enacting social support and managing group process.*

10:30-11:45 Session 16

Carnegie, Lobby Level

Together But Alone: Issues in Distributed Teams

Mortensen, M., & O’Leary, M. B. *Isolation and ambiguity: Subgroup members’ perceptions of local and distant teammates in geographically distributed teams.*

Rack, O., Konradt, U., & Hertel, G. *Effects of team-based rewards in computer-mediated groups.*

Ren, Y. C., & Kraut, R. *Modeling member motivation and participation in online groups.*

Saturday, July 29, 2006

**Lunch buffet 11:55-1:30; Schenley Ballroom
Report on conference**

1:40-2:55 Session 17

Oakland I, Mezzanine Level

Outcomes and Group Effects

Bezrukova, K., Thatcher, S. M. B., & Jehn, K. A. *Consistency matters!: The multilevel effects of group and organizational climates on the faultline-outcomes link.*

Gastil, J., Burkhalter, S., & Black, L. *Group deliberation in the courthouse: Predicting deliberation, participation, and satisfaction in municipal juries.*

Radzevick, J. R., & Moore, D. A. *Myopic biases in competitions: Implications for strategic decision making.*

1:40-2:55 Session 18

Oakland II, Mezzanine Level

Getting It Done Together: Pushing Collaboration Theories

Nembhard, I. M. *When will we learn from each other?: Insights on interorganizational learning from health care collaborative teams.*

Sline, R. W. *The social construction of team commitment: A bona fide group perspective.*

Woolley, A. W., & Hackman, J. R. *The conditions enabling effectiveness in analytic teams.*

1:40-2:55 Session 19

Panther, Mezzanine Level

Intervention Processes: Reflection & Knowledge: Process as Product

Gray, B., Susman, G. I., & Ren, H. *Brokers as conflict handlers in knowledge management teams.*

Gurtner, A., Tschan, F., Semmer, N. K., & Nägele, C. *Strategy development, shared mental models, and coordinated performance: Enhancing teamwork through individual and group reflexivity.*

McMinn, J. G., & Moreland, R. L. *Reflection and performance in small groups.*

1:40-2:55 Session 20

Carnegie, Lobby Level

Theories of Small Groups: Interdisciplinary Perspectives

Hollingshead, A. B. *A look at groups from the functional perspective.*

Katz, N. *Applying network theory to small groups.*

Kettner-Polley, R. B. *Psychodynamic perspectives on small groups.*

Meyers, R. A. *Investigating groups from a feminist perspective.*

Poole, M. S. *Time, change, and development: Temporal perspectives in groups.*

Sell, J. *Conflict, power, and status in groups.*

Afternoon break 2:55-3:15

Lobby level, 1st floor

Saturday, July 29, 2006

3:15-4:30 Session 21

Oakland I, Mezzanine Level

An Interdisciplinary Conversation on Methods, Measures, and Challenges of Group Process Assessment

Marks, M. A. *An interdisciplinary look at the group processes we study.*

Mathieu, J. E. *Measurement alternatives for studying group processes.*

Weingart, L. R. *Challenges of measuring group processes.*

3:15-4:30 Session 22

Oakland II, Mezzanine Level

Theory & Method: A Critical Look

Karau, S. J., & Michalisin, M. D. *Group processes and strategic management: Theoretical and methodological linkages.*

Kerr, N. L. *The experimental study of group motivation gains: Overview and critique of the study of the Köhler effect.*

Wilson, K. A., Guthrie, J. W., Salas, E., & Burke, C. S. *Dyads and triads at 35,000 feet: A look 20 years later.*

3:15-4:30 Session 23

Panther, Mezzanine Level

Information Conundrums in Decision Making

Bonito, J. A., & DeCamp, M. H. *The multidimensional character of knowledge for decision-making tasks: An empirical investigation.*

Klocke, U. *How to improve decision making in small groups: Dissent, preference-consistency, and unshared information.*

Wittenbaum, G. M., Gockel, C., Hollingshead, A. B., & Raile, A. *Disentangling two explanations for biased information exchange in mixed-motive decision-making groups.*

3:15-4:30 Session 24

Shadyside, Mezzanine Level

Questions of Confidence: Questions of Identity & Implication for Self & Group

Henningsen, D. D., & Henningsen, M. L. M. *Communication apprehension and group decision-making: Reconciling conflicting findings.*

Kerschreiter, R., & Frey, D. *Social identity and social exchange: Interactive effects of workgroup identification and perceived workgroup support on withdrawal from the job.*

Phillips, K. W., Loyd, D. L., Thomas-Hunt, M., & Whitson, J. *Can low status experts be influential?: An examination of the impact of confidence and timing.*

INGRoup Open Business Meeting 4:40-5:40 -- Oakland, Mezzanine Level

Pittsburgh Zoo Outing & Dinner
Bus pickup -- hotel lobby 6:30 p.m.
(wear comfortable shoes!!!)

INGRoup

Interdisciplinary Network for Group Research

July 12-14, 2007

Michigan State University
The James B. Henry Center for Executive Development
East Lansing, Michigan

Visit www.ingroup.info for information