

## CURRICULUM VITAE

Last updated on 06/30/20

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### Jennifer Feitosa, Ph.D.

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Claremont McKenna College • Department of Psychological Sciences  
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### ACADEMIC POSITIONS

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| <b>Claremont McKenna College</b>                                     | July 2019-Current      |
| Assistant Professor of the Psychology Department                     |                        |
| <b>Claremont Graduate University</b>                                 | September 2019-Current |
| Extended Faculty of Division of Behavioral & Organizational Sciences |                        |
| <b>Brooklyn College, City University of New York</b>                 | August 2015- June 2019 |
| Assistant Professor of the Psychology Department                     |                        |
| <b>Graduate Center, City University of New York</b>                  | May 2018-June 2019     |
| Doctoral Faculty of the Industrial-Organizational Psychology Program |                        |
| <b>Universitat de Barcelona, Spain</b>                               | June 2018              |
| Visiting Scholar of the Psychology Department                        |                        |

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### EDUCATIONAL BACKGROUND

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| Ph.D.   | University of Central Florida, Orlando, FL | August 2015 |
| Industrial-Organizational Psychology (GPA: 3.96)  |  |             |
| Dissertation Title (Funded by U.S. Army Laboratory; Chair: Dr. Eduardo Salas):<br><i>Can Mutual Trust Explain the Diversity-Performance Relationship? A Meta-Analysis</i> |  |             |
| M.S.  | University of Central Florida, Orlando, FL | May 2013    |
| Industrial-Organizational Psychology (GPA: 3.94)  |  |             |
| B.S.  | University of Central Florida, Orlando, FL | August 2010 |
| Psychology (Cum Laude; major GPA: 4.00)   |  |             |
| Honors in the Major Thesis (Chair: Dr. Eduardo Salas):<br><i>When Do Team Members Share? The Importance of Openness to Diversity and Perceived Ethnic Similarity</i>      |  |             |

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### HONORS AND AWARDS

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| • Nominated to the Publons Early Career Reviewer Choice Award | Summer 2018 |
| • Erasmus Mundus Scholarship in WOP Psychology                | Summer 2018 |
| • Carolyn Dexter Best International Paper Award finalist      | Fall 2014   |

- UCF Representative for the Academy of Management Doctoral Consortium Fall 2014
- UCF College of Graduate Studies Travel Fellowship 2012-2015
- UCF College of Graduate Studies (International) Travel Fellowship 2011-2012
- Burnett Honors College 2009-2010
- President's Honor Roll 2007-2010
- Advantage Scholarship Program Fall 2008
- President's Top 10 Scholarship Spring/ Summer 2008

## PUBLICATIONS

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(\*indicates graduate or undergraduate student co-author)

### **Peer-Reviewed Journal Articles**

1. **Feitosa, J.**, & Salas, E. (2020). Today's virtual teams: Adapting lessons learned to the pandemic context. *Organizational Dynamics*.
2. \*Davis, A., \*Van Sickle, S., \*Shirley, S., & **Feitosa, J.** (2020). Publish or Perish, but what about Practice? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
3. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2020). Measuring team trust: A critical and meta-analytic review. *Journal of Organizational Behavior*.
4. \*Delice, F., \*Rousseau, M., & **Feitosa, J.** (2019). Advancing teams research: What, when, and how to measure team dynamics over time. *Frontiers in Psychology, 10*, 1-20. <https://doi.org/10.3389/fpsyg.2019.01324>
5. **Feitosa, J.**, Grossman, R., & Salazar, M. R. (2018). Debunking key assumptions about teams: The role of culture. *American Psychologist, 73*(4), 376-389. <http://dx.doi.org/10.1037/amp0000256>  
\*All authors contributed equally. Alphabetical order reflects the collaborative nature of this work.
6. Grossman, R., & **Feitosa, J.** (2018). Team trust over time: Modeling reciprocal and contextual influences in action teams. *Human Resource Management Review, 28*(4), 395-410. doi: <http://dx.doi.org/10.1016/j.hrmr.2017.03.006>
7. **Feitosa, J.**, Lacerenza, C. N, Joseph, D. L., & Salas, E. (2017). Ethnic identity measurement: Examining its validity and reliability. *Psychological Assessment, 29*(9), 1129-1142. doi: <http://dx.doi.org/10.1037/pas0000346>
8. Kramer, W. S., Shuffler, M., **Feitosa, J.** (2017). The world is not flat: Examining the interactive multidimensionality of culture and virtuality in teams. *Human Resource Management Review*. doi: <http://dx.doi.org/10.1016/j.hrmr.2016.12.007>

9. Salazar, M. R., **Feitosa, J.**, & Salas, E. (2017). Diversity and team creativity: Exploring underlying mechanisms. *Group Dynamics: Theory, Research, and Practice*, 21(4), 187-206. <http://dx.doi.org/10.1037/gdn0000073>
10. Gregory, M. E., Sonesh, S. C., **Feitosa, J.**, Benishek, L. E., Hughes, A. M., & Salas, E. (2017). Decision making on the labor and delivery unit: An investigation of influencing factors. *Human Factors*. doi: 10.1177/0018720817703740
11. \*Solis, L., \*Aristomene, T., **Feitosa, J.**, & \*Smith, E. (2016). Taking qualitative methods a step further to teams science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi: <https://doi.org/10.1017/iop.2016.83>
12. **Feitosa, J.**, Joseph, D., & Newman, D. (2015). Crowdsourcing survey methods and measurement equivalence: A caveat about countries whose primary language is not English. *Personality and Individual Differences*, 75, 47-52. doi: <http://dx.doi.org/10.1016/j.paid.2014.11.017>
13. Newman, D., Joseph, D., & **Feitosa, J.** (2015). External validity and multi-organization samples: Levels of analysis implications of crowdsourcing and college student samples. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 214-220. doi: 10.1017/iop.2015.28
14. Sonesh, S. C., Gregory, M. E., Hughes, A. M., **Feitosa, J.**, Benishek, L. E., Verhoeven, D., . . . , & Salas, E. (2015). Team training in obstetrics: A multi-level evaluation. *Families, Systems, & Health*, 33(3), 250-261. doi: <http://dx.doi.org/10.1037/fsh0000148>
15. **Feitosa, J.**, Kreutzer, C., Krampferth, A., Kramer, W. S., & Salas, E. (2014). Expatriate adjustment: Considerations for selection and training. *Journal of Global Mobility: The Home of Expatriate Management Research*, 2(2), 134-159. doi: 10.1108/JGM-06-2013-0042
16. **Feitosa, J.**, Salazar, M., & Salas, E. (2012). Social identity: Clarifying its dimensions across cultures. *Psychological Topics*, 21(3), 527-548. doi: 95510  
\*Reprinted in: *Individuals and Society*. Guillermo Grenier, Kendall Hunt Publishing Company, 2014\*
17. **Feitosa, J.**, Grossman, R., Coultas, C., Salazar, M. R., & Salas, E. (2012). Integrating the fields of diversity and culture: A focus on social identity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 371-374. 10.1111/j.1754-9434.2012.01462.x

### **Applied Publications**

18. **Feitosa, J.**, Shuffler, M. L., & Allen, J. A. (2017). I-O Psychology education and training: Moving beyond boundaries through a global outreach. *The Industrial-*

*Organizational Psychologist*. Retrieved from:  
<http://my.siop.org/tip/oct17/editor/ArtMID/13745/ArticleID/127/I-O-Psychology-Education-and-Training-Moving-Beyond-Boundaries-Through-a-Global-Outreach>

19. Burke, C. S., & **Feitosa, J.**, (2015). Team culture issues for long-duration exploration missions (No. TM - 2015 - 218587). Johnson Space Center: NASA. Retrieved from: <http://ston.jsc.nasa.gov/collections/TRS/techrep/TM-2015-218587.pdf>

## **Book Chapters**

20. Burke, C. S., \*Moavero, J., & **Feitosa, J.** (2020). Towards an understanding of training requirements for multicultural teams in long duration spaceflight. In L. B. Landon, K. J. Slack, & E. Salas (Eds.), *Psychology and Human Performance in Space Programs: Research at the Frontier*. (pp. xx-xx). Boca Raton, FL: CRC Press.
21. \*Ninan, P., **Feitosa, J.**, & \*Delice, F. (2020). Developing an effective diversity training intervention: Best practices and challenges. In R. D. Roscoe, E. K. Chiou, & A. R. Wooldridge (Eds.), *Advancing Diversity, Inclusion, and Social Justice through Human Systems Engineering*. (pp. xx-xx). Boca Raton, FL: CRC Press.
22. **Feitosa, J.**, & \*Fonseca, A. (2019). Teamwork: Education and training in healthcare. In J. Paige, S. Sonesh, Garbee, & Bonnano (Eds.), *Comprehensive Healthcare Simulation - Inter-Professional Team Training and Simulation*. Springer.
23. **Feitosa, J.**, Salas, E., & Borges-Andrade, J. E. (2018). IWO Psychology in Latin America. In Anderson, Viswesvaran, Sinangil, & Ones (Eds.), *Handbook of Industrial, Work, and Organizational Psychology*, SAGE.
24. **Feitosa, J.**, \*Solis, L., & Grossman, R. (2017). The influence of culture on team dynamics. In E. Salas, W. B. Vessey, & L. B. Landon (Eds.), *Research on Managing Groups and Teams* (pp. 209-230). Emerald Publishing Limited.
25. Burke, C. S., **Feitosa, J.**, Salas, E., & Gelfand, M. (2017). Measuring collaboration in cross-cultural contexts. In A. A. von Davier, P. C. Kyllonen, & M. Zhu (Eds.), *Innovative Assessment of Collaboration* (pp. 185-207). Cham, Switzerland: Springer International Publishing AG.
26. **Feitosa, J.**, & Salas, E. (2017). Training for Expatriate. In Y.Y. Kim (Ed.), *International Encyclopedia of Intercultural Communication*. Doi: <https://doi.org/10.1002/9781118783665.ieicc0191>

27. Salas, E., Salazar, M. R., **Feitosa, J.**, & Kramer, W. (2014). Collaboration and conflict in work teams. In B. Schneider & K. M. Barbera (Eds.), *Handbook of organizational climate and culture: An integrated perspective on research and practice* (pp. 382-399). New York, NY: Oxford University Press.
28. **Feitosa, J.**, Spencer, J., & Salas, E. (2013). Decision making in work teams: The role of voice. In R. Burke & C. L. Cooper (Eds.), *Voice and whistleblowing in organisations* (pp. 137-165). Northampton, MA: Edward Elgar.
29. Gregory, M. E., **Feitosa, J.**, Driskell, T., Salas, E., & Vessey, W. B. (2012). Designing, delivering, and evaluating team training in organizations: Principles that work. In E. Salas, S. I. Tannenbaum, D. Cohen, & G. Latham (Eds.), *Developing and enhancing high-performance teams: Evidence-based practices and advice* (pp. 441-487). San Francisco, CA: Jossey-Bass.
30. Weaver, S. J., **Feitosa, J.**, Salas, E., Seddon, R., & Vozenilek, J. A. (2012). The theoretical drivers, models, & competencies of team performance for patient safety (pp. 3-26). In E. Salas (Ed.), *Improving Patient Safety through Teamwork and Team Training*. New York, NY: Oxford University Press.

### **Conference Proceedings**

31. Burke, C.S., **Feitosa, J.**, & Salas, E. (2015). The unpacking of team models in GIFT. In R. Sottilate & A. M. Sinatra (Eds.), *Proceedings of the 3<sup>rd</sup> Annual Generalized Intelligence Framework for Tutoring (GIFT) Users Symposium* (pp. 49-59). Orlando, FL: Army Research Laboratory. Retrieved from: [https://books.google.com/books?hl=en&lr=&id=EaeDDAAQAQBAJ&oi=fnd&pg=PA49&dq=The+unpacking+of+team+models+in+GIFT&ots=643uFtHqTr&sig=fmyt\\_cFQ3DTc6MFVVZtY2H3SrMg#v=onepage&q=The%20unpacking%20of%20team%20models%20in%20GIFT&f=false](https://books.google.com/books?hl=en&lr=&id=EaeDDAAQAQBAJ&oi=fnd&pg=PA49&dq=The+unpacking+of+team+models+in+GIFT&ots=643uFtHqTr&sig=fmyt_cFQ3DTc6MFVVZtY2H3SrMg#v=onepage&q=The%20unpacking%20of%20team%20models%20in%20GIFT&f=false)
32. **Feitosa, J.**, Cruz, D., Lacerenza, C. N., Moynihan, L. E., & Salas, E. (2014). Ethnic identity: Measurement equivalence studies across ethnicities and time. In *Academy of Management Proceedings*. Philadelphia, PA. doi: 10.5465/AMBPP.2014.17619abstract
33. **Feitosa, J.**, Kreutzer, C., Krampferth, A., Kramer, W., & Salas, E. (2014). Expatriate adjustment: Considerations for selection and training. In *Academy of Management Proceedings*. Philadelphia, PA. doi: 10.5465/AMBPP.2014.16465abstract

## RESEARCH IN PROGRESS

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(\*indicates graduate or undergraduate student co-author)

34. **Feitosa, J.**, Burke, C. S., \*Natale, A. N., & \*Harmata, R. K. (revise & resubmit). Lessons learned from extreme teams: Reconciling research and practice needs. *Organizational Psychology Review*.
35. Grossman, R., Salazar, M., **Feitosa, J.**, & Salas, E. (revise & resubmit). Cross-Cultural Perspectives on Collaboration: Differences between the Middle East and the United States. *Journal of Business Research*.
36. **Feitosa, J.**, Verhoeven, D. C., Shuffler, M. L., & Wiper, D. (under review). Political skills across healthcare leaders: A longitudinal study. *Journal of Leadership and Organizational Studies*.

## GRANT EXPERIENCE

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### **Professional Development Network Grant Network: Parenting at the Claremont Colleges**

- Principal investigators: Jennifer Feitosa (PI), Menna Bizuneh, Kendall Cotton Bronk, Stacey N. Doan, Virginie A. Duzer, Alfred Flores, Chiu-Yen Kao, and Shannon Gray Randolph (Co-PIs)
- Funding agency: The Claremont Colleges \$2,500 (funded)

### **The Dynamics of Culture: From an Intersectionality Perspective to Teamwork**

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: U.S. Army Research Institute (ARI) \$365,000 (not funded)

### **Untangling the Diversity-Performance Link: A Meta-Analysis of Team Cognition**

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: PSC-CUNY Research Award (Traditional A) \$3,483 (funded)

### **Multicultural Training for Long Duration Space Exploration: Developing and Validating Effective and Efficient Training and Refresher Countermeasures**

- Principal investigators: Jennifer Feitosa (PI), Rebecca Grossman, and Eduardo Salas (Co-PIs)
- Invited to submit Step-2 proposal
- Funding agency: NASA (Opportunity # NNJ14ZSA001N-MIXEDTOPICS) \$975,000 (not funded)

### **Supporting Technology for Increasing Cultural Understanding among Crew Members in Spaceflight\***

- Investigators: Eduardo Salas (PI), Maritza R. Salazar, C. Shawn Burke, Kimberly A. Smith-Jentsch, and Joan Rentsch (Co-PIs),

- Collaborators: Jessica L. Wildman and Jennifer Feitosa
- Funding agency: NASA (Opportunity #NNX09AK48G)  
\$400,000 (not funded)

## TEACHING EXPERIENCE

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\*undergraduate-level classes unless noted

<i>Assistant Professor</i>	Claremont McKenna College
<b>Diverse Teams at Work Seminar</b>	Spring 2020
<b>Organizational Psychology</b>	Spring 2020
<b>Introduction to Statistics for Psychologists</b>	Fall 2019
<i>Visiting Scholar</i>	Universitat de Barcelona
<b>Thesis Statistical Analysis</b> (WOP Master's)	Summer 2018
<i>Assistant Professor</i>	Brooklyn College, CUNY
<b>Concepts and Methods of I/O Psychology</b> (I/O Master's)	2016-2018
<b>Managing Diversity in the Global Economy</b> (I/O Master's, MBAs)	2015-2018
<b>Quantitative Methods of I/O Psychology</b> (I/O Master's)	Spring 2016
<b>Introduction to Industrial-Organizational Psychology</b>	2016-2018
<i>Instructor</i>	University of Central Florida
<b>Psychology of Diversity</b>	Fall 2013
<i>Undergraduate Teaching Assistant</i>	University of Central Florida
<b>Research Methods</b>	Fall 2009

## INVITED TALKS

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1. **Feitosa, J.** (2020, June). Manuscript submission: The behind the scenes. Guest speaker talk given at Claremont McKenna College: Summer Research Program, Claremont, CA.
2. **Feitosa, J.** (2019, November). Diverse teams: What path should we take? Guest speaker talk given at Claremont Graduate University: Org Talks, Claremont, CA.
3. **Feitosa, J.** (2018, June). The nuances of diverse teams. Guest speaker talk given at Universitat de Barcelona, Barcelona Spain.
4. **Feitosa, J.** (2017, November). What Industrial-Organizational (I/O) Psychology is all about. Guest speaker at Introduction to Psychology, Brooklyn College, NY.
5. **Feitosa, J.** (2017, October). Team trust and other culturally diverse team challenges. Guest speaker at Pro Seminar: Master's in Experimental Course, Brooklyn College, NY.

6. **Feitosa, J.** (2017, April). Mediation analysis: Theoretical and statistical analysis. Guest speaker at Quantitative Methods of I/O Psychology: Master's in I/O Psychology Course, Brooklyn College, NY.
7. **Feitosa, J.** (2016, November). What do we know about diverse teams? Presented at Colloquium Series of the Bridges to the Baccalaureate Program, New York, NY.
8. **Feitosa, J.** (2016, November). Measurement nuances of ethnic identity. Guest speaker at Pro Seminar: Master's in Experimental Course, Brooklyn College, NY.
9. **Feitosa, J.** (2016, April). Graduate school workshop. Panelist, hosted by Department of Psychology at Brooklyn College, NY.
10. Sonesh, S., Salas, E., Benishek, L. E., **Feitosa, J.**, Gregory, M. E., Hughes, A. M. (2013, November). Strategic teamwork for obstetrics rapid response crisis scenarios (STORRCS): A rapid response team quality improvement initiative and supporting toolkit for improving the safety of obstetric and neo-natal healthcare services. Presented at Shands Medical Center, Jacksonville, FL.
11. **Feitosa, J.**, Glerum, D., Grossman, R., & Joseph, D. (2013, April). Homophily: A meta-analysis. Presented at the Psychology Department Brown Bag at the University of Central Florida, Orlando, FL.
12. **Feitosa, J.**, Brown, D., & Smith-Jentsch, K. A. (2012, November). The meaning of personality traits across races. Presented at the Psychology Department Brown Bag at the University of Central Florida, Orlando, FL.
13. **Feitosa, J.**, Xavier, L., & Kramer, W.S. (2011, September). What are IO Masters and PhD programs like? A graduate student perspective. Presented at the Psi Chi Meeting at the University of Central Florida, Orlando, FL.

## PROFESSIONAL PRESENTATIONS

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(\*indicates graduate or undergraduate student co-author)

1. \*Davis, A., \*Shirley, S., **Feitosa, J.**, & Kramer, W. (2020). *Looking within for creativity: A latent profile analysis of intercultural communication*. Paper presentation at the annual meetings of the Western Psychological Association, San Francisco, CA, April, 2020.
2. \*Davis, A., \*Van Sickle, S., \*Delice, F., & **Feitosa, J.** (2020). *Can we keep the team knowledge around? Exploring gender diversity and turnover*. Poster presentation at the annual meetings of the Western Psychological Association, San Francisco, CA.



3. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2020). *Measuring team trust: Guidelines based on a meta-analysis*. Symposium presented at the 36<sup>th</sup> annual meeting of the Society of Industrial Organizational Psychology, virtual platform.
4. **Feitosa, J.**, Shuffler, M.L., & Allen, J. A. (2018). *A global outreach to understand I/O education and training*. Roundtable hour presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
5. \*Rousseau, M., & **Feitosa, J.** (2018). Does the type of diversity matter? Real worker's reactions. Poster presented at the 30th APS Annual Convention, San Francisco, CA.
6. \*Harmata, R., \*Rousseau, M., & **Feitosa, J.** (2018). *Understanding self-construal in context of group identity*. Poster presentation at the 2018 National Conference on Undergraduate Research (NCUR) at the University of Central Oklahoma, Edmond, OK.
7. **Feitosa, J.**, Kramer, W.S., Salas, E., & \*Roberts, S. (2018). *Are you concerned? Cultural profiles to achieve creative outcomes*. Symposium presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
8. **Feitosa, J.**, Grossman, R., & Salazar, M. R. (2018). *Teamwork: How culture challenges what we know*. Symposium presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
9. **Feitosa, J.**, & Dinh, J. V. (Co-Chairs) (2018). *Understanding culture's consequences: Thinking outside of the methodological box*. Symposium presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
10. \*Ortiz, R., \*Solis, L., & **Feitosa, J.** (2018). *Enhancing multicultural team identity: Leadership and communication processes*. Poster presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
11. Dinh, J. V., & **Feitosa, J.** (Co-Chairs) (2018). *Crossing cultures and bridging the science-practice divide*. Symposium presented at the 33<sup>rd</sup> annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
12. \*Romain, R., **Feitosa, J.**, \*Delice, F., & \*Rousseau, M. (2018). The effects of team membership change: Transactive memory systems and

motivation. Poster presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.

13. \*Solis, L., & **Feitosa, J.** (2017). *The role of communication for multicultural team's leadership and identity*. Symposium conducted at the 12<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Saint Louis, MO.
14. \*Habib, T., **Feitosa, J.**, Shuffler, M., Tappert, T. N., & Wilson, S. L. (2017). *Political skills across healthcare professionals: A measurement equivalence study*. Poster presented at the 29th Applied Psychological Science Annual Convention, Boston, MA.
15. **Feitosa, J.**, & Grossman, R. (Co-Chairs) (2017). *Studying the dynamics of team dynamics*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.  
\* **SELECTED for Human Resources Certification Institute Credits** \*
16. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2017). *Team trust and performance: A meta-analysis of measurement idiosyncrasies*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
17. Kramer, W. S., & **Feitosa, J.** (Co-Chairs) (2017). *Beyond culture's consequences: How to move forward*. Panel presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
18. Marlow, S. L., & **Feitosa, J.** (Co-Chairs) (2017). *Team-related constructs: How and what to measure?* Symposium presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
19. Woods, A. L., Scotese, T., **Feitosa, J.**, & Burke, C. S. (2017). *The what, how, and when of team feedback delivery*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
20. Grossman, R., & **Feitosa, J.** (2017) *Team trust over time: A theoretical model and propositions*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
21. \*Solis, L., **Feitosa, J.**, & Grossman, R. (2016). *The impact of culture to team dynamics: A multi-phasic model*. Symposium conducted at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.

22. \*Harmata, R., \*Rousseau, M., & **Feitosa, J.** (2016). *The ups and downs of team dynamics*. Poster presented at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.
23. \*Habib, T., **Feitosa, J.**, Shuffler, M., Tappert, T. N., & Wilson, S. L. (2016). *Political skills across healthcare professionals: A measurement equivalence study*. Poster presented at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.
24. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *What's in the black box of the diversity-performance relationship? A meta-analysis investigating the role of team trust*. Symposium conducted at the 11<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.
25. **Feitosa, J.** (Chair) (2016). *Affective-motivational processes*. Symposium conducted at the 11<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.
26. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *Diversity, trust, and performance: A quantitative review of important team constructs*. Poster conducted at the 20<sup>th</sup> Anniversary Faculty Day Conference, Brooklyn, NY.
27. \*Aristomene, T., & **Feitosa, J.** (2016). *Managing multinational teams: institutional, cultural, and contextual influences*. Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.
28. \*Romain, R., \*Edmunds, K., & **Feitosa, J.** (2016). *Outgroup bias: Would that be the dark side of religious identity?* Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.
29. \*Silnik, J., & **Feitosa, J.** (2016). *Multinational teams: Cultural and contextual influences*. Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.
30. \*Solis, L., & **Feitosa, J.** (2016). *Collective leadership and group identity: The role of communication in multicultural teams*. Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.
31. **Feitosa, J.**, & Salazar, M. (Co-Chairs) (2016). *Current state of diverse teams: Going beyond the diversity-performance link*. Symposium conducted at the 31<sup>st</sup> annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.

\* **SELECTED for Human Resources Certification Institute Credits \***

**\* FEATURED at ioatwork.com as well-researched and practically-relevant \***

32. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *Can team trust explain the diversity-performance relationship? A meta-analysis*. Symposium conducted at the 31st annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.
  33. \*Aristomene, T., \*Solis, L., & **Feitosa, J.** (2015). *Leadership advancement of minorities in the workplace*. Symposium conducted at the 2015 Annual Department of Psychology In-House Conference, Brooklyn, NY.
  34. Burke, C. S., **Feitosa, J.**, Salas, E. (2015). *The unpacking of team models in GIFT*. Symposia by Army Research Laboratory, Orlando, FL.
  35. Burke, C. S., & **Feitosa, J.** (2015). *Team culture issues for long-duration exploration missions*. NASA Human Research Program Investigators' Workshop, Galveston, TX.
  36. **Feitosa, J.**, Burke, C. S., Salas, E., Holden, H., & Johnston, J. (2015). *Relative importance of teamwork features: A meta-analytic path analysis*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
  37. **Feitosa, J.**, Burke, C. S., & Salas, E. (2015). *Exploring cultural diversity in space exploration: The role of context*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
  38. Lacerenza, C.N., Marlow, S., Guler, C., **Feitosa, J.**, & Salas, E. (2015). *Predictive power of cognition: A meta-analytic structural equation model*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
  39. Burke, C. S., & **Feitosa, J.** (October, 2014). *Team culture issues for long-duration exploration missions*. NASA Briefing, Galveston, TX.
  40. **Feitosa, J.**, Cruz, D., Lacerenza, C. N., Moynihan, L. E., & Salas, E. (August, 2014). *Ethnic identity: Measurement equivalence studies across ethnicities and time*. Symposium conducted at the Academy of Management.
- \* FINALIST for the 2014 Carolyn Dexter Best International Paper Award \***
41. **Feitosa, J.**, Kreutzer, C., Kramperth, A., Kramer, W., & Salas, E. (August, 2014). *Expatriate adjustment: Considerations for selection and training*. Symposium conducted at the Academy of Management.

42. **Feitosa, J.**, Glerum, D., Grossman, R., & Joseph, D. (May, 2014). *A meta-analytic investigation of homophily*. Poster presented at the 29th annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
43. Glerum, D., **Feitosa, J.**, Grossman, R., & Joseph, D. (May, 2014). *The role of similarity measurement in understanding homophily: A meta-analysis*. Poster presented at the 29th annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
44. Sonesh, S.C., Salas, E., Benishek, L.E., **Feitosa, J.**, Gregory, M.E., Hughes, A.M. (January, 2014). *Strategic teamwork for obstetrics rapid response crisis scenarios*. Presented at the Florida Healthcare Simulation Alliance (FHSA) Conference, Altamonte Springs, FL.
45. **Feitosa, J.**, Joseph, D., & Newman, D. A. (April, 2013). *Is crowdsourcing worthwhile? Measurement equivalence across data collection techniques*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
46. **Feitosa, J.**, Moynihan, L. E., Lacerenza, C. N., Cruz, D., & Salas, E. (April, 2013). *Examining the factor structure of the multigroup ethnic identity measure*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
47. Grossman, R., **Feitosa, J.**, Salas, E., Pavlas, D., & Rosen, M. A. (April, 2013). *Optimizing demonstration-based training in management education contexts through instructional features*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
48. **Feitosa, J.**, Salazar, M. R., & Salas, E. (May, 2012). *Idea generation across ethnicities*. Poster presented at the Congresso Brasileiro de Psicologia Organizacional e do Trabalho (CBPOT), Rio de Janeiro, RJ, Brasil.
49. **Feitosa, J.**, Salazar, M. R., & Salas, E. (March, 2012). *Ethnic diversity in teams: Consequences to idea generation*. Poster presented at the 33rd Annual Industrial-Organizational Psychology and Organizational Behavior (IOOB) conference, Orlando, FL.
50. **Feitosa, J.**, Salazar, M. R., & Salas, E. (March, 2012). *The impact of superordinate and subgroup identities on creativity*. Symposium conducted at the 33rd Annual Industrial-Organizational Psychology and Organizational Behavior (IOOB) conference, Orlando, FL.
51. Carter, N. T., Griffith, R. L., **Feitosa, J.**, Moukarzel, R., Kung., M-C., Lawrence, A. D., & O'Connell, M. S. (April, 2012). *Explaining and predicting non-invariance*

*across cultures using cultural uncertainty avoidance.* Symposium presented at the 27th annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.

52. Coultas, C., Grossman, R., **Feitosa, J.**, Salas, E., & Carter, N. (April, 2012). *Training for cultural competence: A meta-analysis.* Poster presented at the 27th annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
53. Salas, E., Burke, C. S., Salazar, M., & **Feitosa, J.** (July, 2011). *Creativity in multicultural teams: The role of dual identification.* Paper presented at the MURI brownbag, University of Central Florida, Orlando, FL.
54. Coultas, C., Grossman, R., **Feitosa, J.**, Salas, E., & Carter, N. (July, 2011). *Training for differences: A meta-analysis exploring what works and what doesn't in diversity and cross-cultural training.* Poster presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Minneapolis, MN.
55. Salazar, M., Coultas, C., Grossman, R., & **Feitosa, J.** (Co-Chairs) (April, 2011). *Culture and diversity: Current and future theoretical and practical approaches.* Panel conducted at the 26th annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
56. Salazar, M., **Feitosa, J.**, & Salas, E. (Oct., 2010). *Creativity in multicultural teams: The role of dual identification.* Paper presented at the MURI review, University of Maryland, College Park, MD.
57. **Feitosa, J.**, Salazar, M. R., & Salas, E. (July, 2010). *Shared ethnic identity: The role of surface-level similarities and information sharing.* Poster presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Washington D. C.
58. **Feitosa, J.**, & Salas, E. (April, 2010). *Shared ethnic identity: The role of surface-level similarities and information sharing.* Poster presented at the Showcase of Undergraduate Research Excellence, Orlando, FL.

## PROFESIONAL EXPERIENCE

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*Management Consultant*

August 2017 – Current

### **Businesses (Local and Global Levels) and Government Agencies**

- Assess teamwork and diversity needs
- Provide recommendations to maximize team and diversity outcomes
- Design and deliver team diversity training

*Graduate Research Assistant*

August 2010 – July 2015

**Institute of Simulation and Training**

3100 Technology Parkway Orlando, FL

- Conduct in-depth literature reviews, engage in theory development, and develop data analysis plans
- Lead and support grant-funded experimental and field studies
- Prepare manuscripts for submission to journals and conferences
- Manage project teams (e.g., train coders, supervise RAs, write reports, etc.)

*Intern for Industrial-Organizational Psychology*

May 2012 – August 2012

**Institute of Simulation and Training**

3100 Technology Parkway Orlando, FL

- Developed checklists for conduction and implementation of simulation-based team training as well as debriefing for Veteran's Affairs project
- Assisted in the writing of core principles, checklists, and a chart of team training over time
- Supported the development of an observational protocol for use in data collection at Florida Hospital

## SERVICE IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

### **Editorial Board:**

- Small Groups Research (SGR)

### **Ad Hoc Reviewer:**

- Journal of Management (JOM)
- American Psychologist (AP)
- Psychological Assessment (PA)
- Human Resources Management Review (HRMR)
- Frontiers: Organizational Psychology
- Journal of Cross-Cultural Psychology (JCCP)
- Journal of Global Mobility (JGM)
- Journal of Trust Research (JTR)
- Society for Industrial-Organizational Psychology (SIOP)
- Academy of Management (AoM)

### **Professional Committee/Appointment(s):**

- Chair of Education & Training International subcommittee at the Society for Industrial-Organizational Psychology (SIOP), 2017-2019
- Science Day Judge at Brooklyn College, 2017-2019
- Faculty for NIH-funded Bridges to the Baccalaureate Program, 2016-2019
- Admissions Committee at Brooklyn College, 2015-2019
- Curriculum/Executive Committee at Brooklyn College, 2015-2019
- Applied Social Psychology Search Committee at Brooklyn College, 2018

- Member of Education & Training International subcommittee at the Society for Industrial-Organizational Psychology (SIOP), 2016-2017

### Student Organization Involvement:

- Faculty Advisor of Graduates of Industrial-Organizational Psychology (GIOP), 2015-2019
- Student Professionals of Industrial-Organizational Psychology (SPIOP) treasurer, 2011- 2013
- Columnist and part of the editorial board for the first student-organized newsletter (i.e., I/Opener), 2013
- Industrial-Organizational Psychology and Organization Behavior (IOOB) committee chair, 2012
- Panelist to provide insight about the I/O MS and PhD Programs at PsiChi meeting, 2011

## STUDENTS SUPERVISED

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### Doctoral Committee Member

- Smith, Christine. *The role of self-disclosure in improving workplace cross-race mentoring outcomes.* Fall 2018
- Marira, Tiwi. *Colorism in Assessor Ratings: Exploring the roles of Social Dominance Orientation, Metaphorical Associations and Skin Tone Stereotypes.*
- Baker, Christine. *Leadership and Transactive Memory Systems.* Spring 2016

### Graduate Research Assistants

- Davis, Alicia. *Lab Manager.* Spring 2019-Current
- Delice, Fabrice. *Team Membership Change.* Spring 2017-Fall 2019
- Rousseau, Moira. *Teamwork Over Time.* Summer 2017- Fall 2019
- Argote, Nohelia. *Diverse Teams Climate.* Spring 2017-Fall 2018
- Roberts, Stacey. *Emerging Cultural Differences.* Summer 2017-Fall 2018
- Ortiz, Robert. *Diversity Training Review.* Spring 2017- Spring 2018
- Fonseca, Adrian. *Teamwork in Healthcare.* Spring 2017- Spring 2018
- Solis, Lorena. *Leadership and Multicultural Identity.* Fall 2015-Spring 2018
- Romain, Reggie. *Transactive Memory Systems.* Fall 2015-Spring 2017
- Aristomene, Theresa. *Multinational Teams Practices.* Fall 2015-Fall 2016
- Fitzgerald, Katie. *Perspective Taking.* Fall 2016
- Brendle, Lauren. *Culture Over Time.* Fall 2016
- Stewart, Genéa. *Support in Organizations.* Summer 2016

### Undergraduate Research Assistants

- Snell, Olivia. *Gendered Leadership of Teams.* Fall 2020-Current
- Rangel, Lilian. *Racial-Gender Intersect in Higher Ed.* Spring 2020-Current



- Ninan, Preeya. *Diversity Training*. Spring 2018-Fall 2018
- Rodriguez, Jonathan. *Temporal Elements of Diversity*. Spring 2017-Fall 2018
- Edmunds, Keziah. *Outgroup Bias and Perspective Taking*. Fall 2015- Fall 2018
- Harmata, Rebecca. *Self-Concept Evaluations*. Spring 2016-Spring 2018
- Smith, Ebony. *Culture Differences in Space*. Summer 2016-Spring 2017
- Rousseau, Moira. *Ups and Downs of Diversity*. Spring 2016-Spring 2017
- Habib, Tuba. *Team Trust and Identity*. Summer 2016-Spring 2017
- Silnik, Joshua. *Global Work Challenges*. Fall 2015-Summer 2016
- Francisco, Kim. *Trust in Teams*. Spring 2016
- Heilborn, Luiza. *Measurement Equivalence in Healthcare*. Summer 2016

## PROFESSIONAL AFFILIATIONS

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- Society for Industrial-Organizational Psychology
- INGRoup (Interdisciplinary Network for Group Research)
- Academy of Management
- Associação Brasileira de Psicologia Organizacional e do Trabalho
- American Psychological Association