Christina N. Lacerenza

Leeds School of Business | University of Colorado, Boulder | (904) 501-9292
Christina.Lacerenza@colorado.edu | linkedin.com/in/christinalacerenza | https://christinanlacerenza.weebly.com

Academic Positions

Leeds School of Business, University of Colorado, Boulder, CO, USA.

- Assistant Professor (Organizational Leadership and Information Analytics). 2018 – Present.
- Gordon and Susan Trafton Faculty Fellow. 2024 – Present.
- Chancellor's Postdoctoral Fellow. 2017 – 2018.

Education

Rice University
PhD in Industrial/Organizational Psychology. 2017.

University of Central Florida
MS, Industrial/Organizational Psychology. 2015.
BS, Psychology, with Honors. 2012.

Research Interests

Leadership development & growth, leading teams, relational dynamics between leaders, team dynamics

Published Work

*denotes equal authorship

1. **Lacerenza, C. N.,** Marlow, S., Weinberger, C., & Carter, D. (in press). Missing Team Dynamics? An Integrative Review of Research on Team Development Over Time. *Journal of Management.*

2. Marlow, S., **Lacerenza, C. N.,** & Salas, E. (2025). Examining How Psychological Safety Consensus Emerges Over Time.. *Small Group Research.* 56(2), 175-205.

3. **Lacerenza, C. N.,** Johnson, S., Beldon, M., Shwatka, N., & Dennerlein, J. (2025) Team language diversity and safety performance. *Human Resource Management.* 64(3), 695-711.

4. Marlow, S. & **Lacerenza, C. N.** (2025). There is no end to learning, but how does it begin? A meta-analytic test of the team learning pathway. *Journal of Management Studies.* 62(2), 597-631.

5. ***Lacerenza, C. N.,** *Barnes, L., & Volpone, S. (2024). Becoming a right-hand partner: How lower-power employees heedfully challenge organizational leaders. *Academy of Management Journal.* 67 (3), 704-736.

6. **Lacerenza, C. N.,** Lambert, B., Van Wagoner, P., & Johnson, S. (2024). The benefits of inclusive organizational behavior: Why diversity climate improves mental health and retention among women during a crisis. *Journal of Organizational Behavior.* 45, 1344-1363.

7. Hernandez, M. & **Lacerenza, C. N.** (2023). How to help high-achievers overcome imposter syndrome. *MIT Sloan Management Review.*

8. Maynard, M. T., Conroy, S., **Lacerenza, C. N.,** & Barnes, L. (2021). Teams in the Wild are Not Extinct, but Challenging to Research: A Guide for Conducting Impactful Team Field Research with Ten Recommendations and Ten Best Practices. *Organizational Psychology Review.* 11(3), 274-318.

9. **Lacerenza, C. N.,** Joseph, D. L., & Cassisi, J. E. (2020). Are we assessing guilt correctly? An investigation of the psychometric properties of a prominent guilt measure. *Motivation and Emotion*, 44(4), 567-582.

10. Reyes, D. L., Dinh, J., **Lacerenza, C. N.,** Marlow, S. L., Joseph, D. L., & Salas, E. (2019). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. *The Leadership Quarterly*, 30(5), 101311.

11. Marlow, S., **Lacerenza, C.N.,** Paoletti, J., Burke, S., & Salas, E. (2018). Does team communication represent a one-size-fits-all approach?: A meta-analysis of team communication and performance. *Organizational Behavior and Human Decision Processes*, *144*, 145-170.

12. **Lacerenza, C. N.,** Marlow, S. L., Tannenbaum, S. I., & Salas, E. (2018). Team development interventions: Evidence-based approaches for improving teamwork. *American Psychologist*, 73(4), 517.

13. Maynard, M.T., Conroy, S., & **Lacerenza, C.N.** (2018). It takes two to tango: The management of academic-industry partnerships requires multiple perspectives. *Industrial and Organizational Psychology*, 11(4) 1-5.

14. Marlow, S., Bisbey, T., **Lacerenza, C.N**., & Salas, E. (2018). Performance Measures for Health Care Teams: A Review. *Small Group Research*, 49(3), 306-356.

15. **Lacerenza, C. N.,** Reyes, D., Marlow, S., Joseph, D., & Salas, E. (2017). Leadership training design, delivery, and implementation: A Meta-analysis. *Journal of Applied Psychology*, *102*(12), 1686-1718.

16. Marlow, S. L., **Lacerenza, C. N.,** Salas, E. (2017). Communication in virtual teams: A conceptual framework and research agenda. *Human Resource Management Review*. 27(4), 575-589.

17. Marlow, S., **Lacerenza, C. N**., & Iwig, C. (2017). The Influence of textual cues on perceptions of an email sender. *Business and Professional Communication Quarterly*. 81(2), 149-166.

18. Feitosa, J., **Lacerenza, C. N.,** Joseph, D., & Salas, E. (2017). Ethnic identity: Factor structure and measurement invariance across ethnic groups. *Psychological Assessment, 29*(9), 1129-1141.

- Finalist of the Carolyn Dexter Best International Paper Award (2014)

19. Marlow, S. L., Hughes, A. M., Sonesh, S. C., Gregory, M. E., **Lacerenza, C. N.,** Benishek, L. E., & Salas, E. (2017). A Systematic review of team training in health care: Ten questions. *The Joint Commission Journal on Quality and Patient Safety, 43*(4), 197-204

20. Hughes, A. M., Gregory, M. E., Joseph, D. L., Sonesh, S. C., Marlow, S. L., **Lacerenza, C. N.,**…& Salas, E. (2016). Saving Lives: A Meta-analysis of team training in healthcare. *Journal of Applied Psychology*, *101*(9), 1266-1304.

- Schmidt-Hunter Meta-Analysis Award (2018)

21. Benishek, L. E., Gregory, M. E., Hodges, K., Newell, M., Hughes, A. M., Marlow, S., **Lacerenza, C. N**., & Salas, E. (2016). Bringing the science of team training to school-based teams. *Theory Into Practice,* 55(2), 112-119.

22. Sonesh, S. C., Coultas, C. W., **Lacerenza, C. N.,** Marlow, S. L., Benishek, L. E., & Salas, E. (2015). The power of coaching: a meta-analytic investigation. *Coaching: An International Journal of Theory, Research and Practice*, 1-23.

23. Sonesh, S. C., Coultas, C. W., Marlow, S. L., **Lacerenza, C. N.,** Reyes, D., & Salas, E. (2015). Coaching in the wild: Identifying factors that lead to success. *Consulting Psychology Journal: Practice and Research*, 67(3), 189.

24. **Lacerenza C. N.** & Salas, E. (2014). Improving Collaboration: Guidelines for Team Training. *Journal of Translational Medicine and Epidemiology*, 2(2), 1028-1038.

25. Salas, E., & **Lacerenza, C.N.** (2013). Team Training for Team Science: Improving Interdisciplinary Collaboration. In *Workshop on Science Team Dynamics and Effectiveness- The National Academies of Sciences, Engineering, and Medicine*, July (Vol. 1).

26. Ford, J. A., & **Lacerenza, C.N.** (2011). The relationship between source of diversion and prescription drug misuse, abuse, and dependence. *Substance Use & Misuse*, 46(6), 819-827.

Work Under Review

1. Barnes, L., **Lacerenza, C. N**., & Hardin, A. (3rd R&R at *Journal of Applied Psychology).* Employee medical leave and organizational response.
2. Lambert, B., Van Wagoner, P., **Lacerenza, C. N.,** & Johnson, S. (R&R at *Organization Science).* High performing women and turnover.
3. Quan, S., Moergen, K., **Lacerenza, C. N**., & Dittmann, A. (R&R at *Journal of Applied Psychology).* Social class origins.

Selected Work in Progress

Mitchell, R., Decker, M., & **Lacerenza, C. N.** Topic: Leader comparison processes. (*writing).*

Lacerenza, C. N., Mitchell, R., & Decker, M. (revising*).* Artificial intelligence and leadership.

Lacerenza, C. N., Summers, C., & Hernandez, M. (revising*).* Leader identity.

Lacerenza, C. N., Mitchell, R., & Kong, T. D.., Topic: Psychological safety. (*Data collection).*

Barnes, L., **Lacerenza, C. N.,** Hernandez, M., McCluney, C. L., & Washington, E. Topic: Right-hand partners and minority career trajectories. (*Data analyses underway).*

Lacerenza, C. N., Badura, K., & Joseph, D., Topic: Leader inconsistency. (*Data collection).*

Invited Book Chapters

1. Johnson, S. K., & **Lacerenza, C. N.** (2018). Leadership Is Male-centric: Gender Issues in the Study of Leadership. In What's Wrong With Leadership? (pp. 121-137). Routledge.

2. Sonesh, S., **Lacerenza, C. N.,** Marlow, S. L., & Salas, E. (2018). What Makes an Expert Team. In K. A. Ericsson (Ed.). *Cambridge Handbook of Expertise and Expert Performance* (2nd Edition).

3. Marlow, S. L., **Lacerenza, C. N.,** Woods, A. L., & Salas, E. (2017). Training Creativity in Teams. *Team Creativity and Innovation*, 283.

4. Marlow, S. L., **Lacerenza, C. N.,** Reyes, D., & Salas, E. (2017). 11 The Science and Practice of Simulation-Based Training in Organizations. *The Cambridge Handbook of Workplace Training and Employee Development*, 256.

5. Lacerenza, C.N., Gregory, M., Marshall, A., & Salas, E. (2015). Debriefs: The Learning meeting. In J. A. Allen, N. Lehmann-Willenbrock, & S. G. Rogelberg. (Eds.). (2015). *The Science of Meetings at Work*. Cambridge University Press.

6. Lacerenza, C.N., Zajac, S., Savage, N., & Salas, E. (2014). Team training across cultures. In R. Griffith & J. Wildman (Eds.), Leading Global Teams.

7. Lacerenza, C.N., Rico, R., Salas, E., & Shuffler, M. (2014). The Future of multiteam systems: Implications for research and practice. In M. Shuffler, E. Salas, & R. Rico (Eds.), *Multiteam Systems*.

Grants/Research Support

College of Engineering; University of Colorado Boulder, Engineering Excellence Fund
[$10,000]
Co-*Principal Investigator*
Project: Nurturing the Garden: Structural Factors Predicting Female Leadership

Leeds School of Business; University of Colorado Boulder, Center for Ethics and Social Responsibility (CESR) Research Fellowship
[$7,000]
Co-*Principal Investigator*
Project: Nurturing the Garden: Team-Level Structures that Promote Female Leadership

Society for Industrial and Organizational Psychology, Douglas W. Bray and Ann Howard Research Grant Award
[$10,000]
Principal Investigator
Project: Develop me—quickly! Introducing nudges to the leadership development literature

Project on Positive Leaders, University of Louisville College of Business, Sam and Bonnie Rechter Fellowship in Positive Leadership [$5,000]
Principal Investigator
Project: Develop me—quickly! Introducing Nudges as a Way to Boost Positive Leadership and Sustainment of Non-Prototypical Leaders

University of Colorado Boulder, Research & Innovation Seed Grant [$50,000]
Principal Investigator
Project: Increasing Diversity and Inclusion in STEM

National Science Foundation, Science of Organizations Unit [$494,852]
Co-Investigator
Project: A Two-Part Project Examining Team Discrimination by Gender in STEM teams and a Way Forward

Doerr Institute for New Leaders' Innovation Fund, Rice University [$27,634.96]
Principal Investigator
Project: Increasing Leadership Effectiveness in Self-Managed Engineering Teams at Rice University

Doerr Institute for New Leaders' Innovation Fund, Rice University [$28,795]
Co-Investigator
Project: Developing Better Leaders by Incorporating Diversity Competencies into Training Programs

National Aeronautics and Space Administration [$920,000]
Research Associate & Assisting Author
Project: Facilitating the Synergistic Side of Cultural Diversity in LDSE: Identification of Challenges and Development of Cultural Training

Rice University, Interdisciplinary Excellence Awards (IDEA) [$60,000]
Research Associate & Assisting Author
Project: Cross-Cultural Management: Challenges to Team Process and Performance

Awards and Honors

- Douglas W. Bray and Ann Howard Research Grant Award, SIOP (2023)
- Sam and Bonnie Rechter Fellowship in Positive Leadership, University of Louisville's Project on Positive Leadership (2023)

- Honorable Mention, Undergraduate Research Opportunities Program (UROP) Mentor Award, University of Colorado Boulder (2022)
- Finalist of the Best Symposium Award, Careers Division of the Academy of Management (2021)
- Schmidt-Hunter Meta-Analysis Award, SIOP (2018)
- Leslie Joyce and Paul Thayer Fellowship, SIOP (2017)
- Finalist of the Carolyn Dexter Best International Paper Award, Academy of Management (2014)

Invited Talks

University of Central Florida, College of Business
University of Florida, College of Medicine
Claremont Graduate University, Meta-Analysis Expert Discussion
University of Utah, David Eccles School of Business
University of Texas, MD Anderson Cancer Center, Houston, Texas
The Ohio State University, College of Medicine
College of Engineering and Applied Sciences, University of Colorado Boulder
The Women's Collective Forum to End the Gap, University of Colorado Boulder
Prime Chief of Staff, The 2020 Chief of Staff Summit
Claremont McKenna College, Department of Psychological Sciences
The Ohio State University, College of Medicine
Leeds School of Business Alumni Network, University of Colorado Boulder
Graham Capital Management, Rowayton, Connecticut
University of Connecticut, School of Business
Colorado State University, College of Natural Sciences
University of Colorado Boulder, College of Arts and Sciences
University of Texas, MD Anderson Cancer Center, Houston, Texas

Academic Presentations

Lacerenza, C., Bueno, A., Johnson, L. U., Zaman, N., Greenbaum, R. L., Liu, J., Maneethai, D., ... & Hernandez, M. (2024). Bringing the Work Forward: New Approaches to Leadership-Environment Effects on Employee Experiences. In Academy of Management Annual Meeting Proceedings (Vol. 2024, No. 1).

Lambert, B. K., Lacerenza, C. N., Johnson, S., & Van Wagoner, P. (2023). Diversity Climate as a Protective Factor of Mental Health Among Female Employees After COVID-19. Annual meeting of the Academy of Management (AOM).

Rivin, J., Volpone, S., Lacerenza, C. N., & York, J. (2023). Grand Societal Challenges: How Organizations can Overcome Decoupling to Reduce Social Inequity. Annual meeting of the Academy of Management (AOM).

Zajac, S. A., & **Lacerenza, C. N.** (2023). What makes an effective dyad pair: A needs analysis for dyad leadership training. 2023 annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.

Lacerenza, C. N., & Zajac, Z. (2022, August). What makes an effective dyad pair: A needs analysis for dyad leadership training. 2022 annual meeting of the Academy of Management. Seattle, WA.

Barnes, L. Y., **Lacerenza, C. N**., & Volpone, S. D. (2022, June). Who am I when I'm with you? Relational identity management of the right-hand partners to organizational leaders. Research presentation at the 10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Lacerenza, C. N., & Marlow, S. L. (2022, April). Examining the Onset of Shared Perceptions of Psychological Safety within Teams. 2022 annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.

Cheng, Z. & **Lacerenza, N. C.** (2022). Product design for everyone: perspectives from US and China. Poster presented at Conference on World Affairs, Boulder, CO.

Van Wagoner, P., Kim, H. L., **Lacerenza, C.N.,** Lyons, B. J., & Volpone, S. D. (2022, April). A meta-analysis on authenticity: Insight as to why managing authenticity differs for marginalized employees. 2022 annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.

Lambert, B., **Lacerenza, C.N.,** Johnson, S., & Wagoner, P. V. (2022, April). Diversity Climate as a Protective Factor of Mental Health among Female Employees after COVID-19 Stay at Home Orders. 2022 annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.

Marlow, S. L. & **Lacerenza, C. N.** (2021, November). To The Root of Team Learning: A Meta-Analysis of Team Learning Antecedent and Outcomes. 20th annual meeting of the Southern Management Association.

Lacerenza, C. N., Barnes, L. Y., Maynard, M. T., & Conroy, S. (2021, August). "Research in the Wild: Best Practices and Recommendations for Conducting High-Quality Field Research. PDW accepted to the annual meeting of the Academy of Management (AOM).

Barnes, L. Y., **Lacerenza, C. N**., & Volpone, S. D. (2021, August). Who am I when you are with me?: How eclipsed figures construct identities while working in the shadow of high-powered leaders. In D. Sluss, Y. Zhong, & K. L. Badura (Co-Chairs) "With or without you": Relationships and taking stock of their influence on work identity. Paper accepted to the annual meeting of the Academy of Management (AOM).

Traylor, A., Reyes, D., **Lacerenza, C.N.,** & Salas, E. (2021, April). Understanding the impact of Covid-19 and virtuality on engineering teams. In D. Reyes and J. Feitosa (Co-Chairs), COVID-19 pandemic on teams: How crises impact teamwork processes and outcomes. Symposium conducted at the 36th annual meeting of the Society of Industrial and Organizational Psychology, virtual conference.

Traylor, A., Reyes, D., **Lacerenza, C.N.,** & Salas, E. (2021, April). Team gender-based discrimination in engineering teams. In I. Bilotta and E. King (Co-Chairs), Beyond representation: Understudied aspects of diversity in STEM. Symposium conducted at the 36th annual meeting of the Society of Industrial and Organizational Psychology, virtual conference.

Traylor, A., Reyes, D., **Lacerenza, C.,** & Salas, E. (2020, July). Team gender-based discrimination in engineering teams. Symposium conducted at the 2020 INGroup Conference (canceled due to COVID-19).

Lacerenza, C. N., & Marlow, S. L. (2020, August). Team Emergent State Development, an Enigma No More: Investigating Psychological Safety Emergence. Accepted at the 80th annual meeting of the Academy of Management.

Rivin, J.M., Volpone, S.D., & **Lacerenza, C. N.** (2020, August). The Role of Moral Licensing in How Neglecting Employee Diversity Can Threaten the Triple Bottom Line. In Under Threat: Dominant Group Members' Experiences of Identity Threat Symposium. Accepted at the 80th annual meeting of the Academy of Management (canceled due to COVID-19).

Barnes, L.Y., Volpone, S.D., **Lacerenza, C. N.,** Lyons, B.J., & Fleming, A**.** (2020, August). Employee Identity Management of Marginalized Identities: A Meta-Analytic Review. In Broadening our Sight to Incite the Future of Identity Management Research Symposium. Accepted at the 80th annual meeting of the Academy of Management (canceled due to COVID-19).

Lacerenza, C. N., et al. (2020, August). Chair for Psychological Safety Paper Session. Accepted at the 80th annual meeting of the Academy of Management.

Reyes, D., Dinh, J., **Lacerenza, C.,** Marlow, S., Joseph, D., & Salas, E. (2020, March). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. Virtual presentation for Rice University I/O Department Brown Bag.

Reyes, D., Dinh, J., **Lacerenza, C. N.,** Marlow, S. L., Joseph, D. L., & Salas, E. (2019, April). Leadership Development in Higher Education: A Meta-Analysis and Systematic Review. Presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology. Washington, D.C.

Lacerenza, C. N., Marlow, S. L., Reyes, D., & Hebl, M. (2018, August). The Stigmatization of Feminism and the 2016 U.S. Election: A Two-Part Study. Presented at the 78th annual meeting of the Academy of Management. Chicago, IL.

Lambert, B., Van Wagoner, P., Johnson, S., **Lacerenza, C. N.,** & Hekman, D. R. (2018, August). How Female Leadership Inspires Advancement, Breaks Barriers, and Destroys Biases. Presented at the 78th annual meeting of the Academy of Management. Chicago, IL.

Marlow, S. L., **Lacerenza, C. N.,** Reyes, D., & Hebl, M. (2018, April). Perceptions towards Feminists: Did the 2016 Election Matter? Presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

Reyes, D., **Lacerenza, C. N.,** Woods, A., Traylor, A., & Salas, E. (2018, April). Bringing the Science of Team Training to Start-Up Companies. Presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

Lacerenza, C. N. (2017, August). Dynamic Leader Emergence in Self-Managed Engineering Teams. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.

Lacerenza, C. N., & Salas, E. (2017, August). The New Leader on the Block: A Review and Research Agenda of Shared Leadership. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.

Reyes, D. L., Woods, A., **Lacerenza, C. N.,** & Salas, E. (2017, August). The Science Behind Leading a Science team. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.

Lacerenza, C. N., Johnson, M., Reyes, D., Woods, A., & Salas, E. (2017, April). Critical Competencies to Enhance Multidisciplinary Team Success: A Systematic Review. Presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lacerenza, C. N., Marlow, S. L., & Iwig, C. (2017, April). Email me! How email textual cues influence perceptions. Presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lacerenza, C. N., Reyes, D., Marlow, S. L., Joseph, D., & Salas, E. (2017, April). Measuring Leadership Behaviors: A Meta-Analytic Review. In S. L. Marlow and J. Feitosa (Co-Chairs), Team-related constructs: How and what to measure?. Symposium conducted at the 32nd annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

Monsky, D., **Lacerenza, C.N,** Howell, R., Burke, C. S., Salas, E. (2017, April) Team roles and role triggers in long duration exploration missions. Presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.

Lacerenza, C. N., Marlow, S., Sonesh, S., Salas, E. (2016, August). What makes an expert team? A Decade of research. Presented at the 76th annual meeting of the Academy of Management. Anaheim, CA.

Lacerenza, C. N., Reyes, D., Marlow, S., & Salas, E. (2016, August). First comes selection, then comes training: A Meta-Analytic review of leadership and managerial development. Presented at the 76th annual meeting of the Academy of Management. Anaheim, CA.

Lacerenza, C. N., Iwig, C., Gregory, M., Thayer, A., Burke, S., Driskell, T., Driskell, J., & Salas, E. (2016, April). Team Role Composition and Vulnerability in Long Duration Space Flight. In S. Burke & C. Wiese (Co-Chairs). Examining Team Process and Performance Requirements in Mission Critical Teams. Presented at the 31st annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.

Lacerenza, C. N., Reyes, D., Marlow, S., & Salas, E. (2016, April). The Nuts and Bolts of Leadership Training: A Meta-Analytic Investigation. In C. N. Lacerenza and K. Cullen (Co-Chairs), Develop Me! Novel Approaches to Enhance Leadership. Presented at the 31st annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.

Marlow, S. L., Hughes, A. M., Gregory, M. E., Joseph, D., Sonesh, S., **Lacerenza, C. N.,** Benishek, L. E., King, H. B., & Salas, E. (2016, April). The progressive model of healthcare team training: The trickle-down effect. Presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Marlow, S. L., Woods., A. L., Hughes, A. M., Sonesh, S., Gregory, M. E., **Lacerenza, C. N.,** Benishek, L. E., Hernandez, C., & Salas, E. (2016, April). A systematic qualitative review of healthcare team training. Presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Lacerenza, C. N., Marlow, S., Joseph, D., & Salas, E. (2015, April). Improving virtual team effectiveness through team cognition: A meta-analysis. In T. Koehler (Chair), #VirtualTeamDevelopment: Applying the Science. Presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Lacerenza, C.N., Marlow, S., Guler, C., Feitosa, J., & Salas, E. (2015, April). Predictive Power of Cognition: A meta-Analytic Structural Equation Model. Presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Gregory, M. E., Sonesh, S., Hughes, A. M., Cooper, T., **Lacerenza, C. N**., Marlow, S. L., & Salas, E. (2015, April). When lives depend on it: Stressors and medication error. Presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Hughes, A.M., Sonesh, S.C., Gregory, M.E., Marlow, S. L., **Lacerenza, C.N.,** & Salas, E. (2015, April). Medication error in Emergency Medical Systems (EMS): Introducing the systems-based approach for EMS medication error diagnosis (SAFE MED). Presented at the HFES 2015 International Symposium in Healthcare. Baltimore, MD.

Marlow, S. L., Coultas, C., **Lacerenza, C. N**., Sonesh, S., & Salas, E. (April, 2015). Insights into coaching: Identifying contributors to effectiveness. Presented at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sonesh, S.C., Hughes, A.M., Gregory, M.E., Benishek, L.E., **Lacerenza, C. N.**, Marlow, S., Joseph, D.L., Salas, E. (2015, April). Elements of Training Design and Training Implementation: Implications for Team Training Effectiveness. In K. Ford & K. Kraiger (co-chairs), New Directions for Understanding Training Effectiveness. Presented at the 30th annual meeting of the Society for Industrial Organizational Psychology, Philadelphia, PA.

Marlow, S. L., **Lacerenza, C. N.,** Petruzzelli, A., & Salas, E. (2015, April). The effect of virtuality on team communication: A meta-analysis. Presented at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Feitosa, J., **Lacerenza, C. N**., Cruz, D., Moynihan, L., & Salas, E. (2014, August). Multigroup ethnic identity measure: An investigation of its psychometric properties. Presented at the 74th annual meeting of the Academy of Management. Philadelphia, PA.

Lacerenza, C. N., Joseph, D., & Cassisi, J. (2014, August). The Measurement of guilt: Psychometric properties of the test of self-conscious affect. Presented at the 74th annual meeting of the Academy of Management. Philadelphia, PA.

Marlow, S. L., **Lacerenza, C.N.,** Colley, K., & Salas, E. (2014, July). The effect of virtuality on team communication: A meta-analysis. Presented at the 9th annual INGRoup Conference, Raleigh, NC.

Nesse, S., Salas, E., & **Lacerenza, C. N.** (2014, May). Right from the start: A Corporate crisis team leadership intervention. Presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.

Lacerenza, C. N., Marlow, S., Colley, K., Joseph, D., & Salas, E., (2014, May). Does virtuality matter? A meta-analysis on team cognition and performance. Presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.

Gregory, M. E., Hughes, A. M., Sonesh, S. C., Marlow, S. L., **Lacerenza, C. N.,** Benishek, L. E., & Salas, E. (2014, April). Who is participating in healthcare team training?: A qualitative review. Presented at the 2014 Human Factors and Ergonomics Society Health Care Symposium, Baltimore, MD.

Feitosa, J., Moynihan, L., **Lacerenza, C.N.,** Cruz, D. & Salas, E. (2013, April). Examining the Factor Structure of the Multigroup Ethnic Identity Measure. Presented at Society of Industrial Organizational Psychology, Houston, TX.

Salas, E., & **Lacerenza, C.N.** (2013, July). Team Training for Team Science: What We Know Works & A Way Forward. Presented at the National Academy of Sciences: Team Dynamics and Effectiveness.

Lacerenza, C.N., Vogel-Walcutt, J.J. (2011, November). The effect of meta-cognitive prompts pre-training on scenario-based training. Presented at SLOAN Consortium International Conference on Online Learning. Lake Buena Vista, FL.

Ford, J.A., **Lacerenza, C. N.** (2010, August). The Relationship between source of diversion and prescription drug misuse, abuse, dependence. Presented at Society for the Study of Social Problems. Atlanta, GA.

Seminars and Workshops Attended

What Happens to Learning when Generative AI can See, Hear, and Speak by Harvard Business Publishing (2023)

Providing Effective Student Feedback by University of New England (2022)

Challenges in Higher Education by Harvard Kennedy School (2022)

Canvas Design Workshop I, by University of Colorado's Leeds School of Business (2021)

Deep Dive into Case Teaching Online by Harvard Business Publishing (2020)

Distance Training Workshop #3: How to Create Engagement in Zoom by University of Colorado's Leeds School of Business (2020)

Leeds Inclusive Pedagogy Panel by University of Colorado's Leeds School of Business (2020)

Distance Training Workshop #2: How to Create Engagement in Canvas by University of Colorado's Leeds School of Business (2020)

Teaching with Cases Part I at Harvard Business School (2019)

Consortium for the Advancement of Research Methods and Analysis (CARMA) workshops attended:

(1) Advanced Multilevel Analysis with R with Dr. Gilad Chen, University of Maryland
(2) Advanced Multilevel and Longitudinal Analysis using R Mixed-Effect Models with Dr. Paul Bliese, University of South Carolina
(3) Advanced SEM I: Measurement Invariance, LGM, and Recursive Models with Dr. Robert Vandenberg, University of Georgia
(4) Introduction to Multilevel Analysis with R with Dr. James LeBreton, Pennsylvania State University
(5) Introduction to SEM with LAVAAN with Dr. Robert Vandenberg, University of Georgia
(6) Qualitative methods: Process data with Dr. Anne Smith, University of Tennessee

Teaching Interests

Organizational Behavior, Teamwork and Collaboration, Leadership, Organizational Culture and Change, Organizational Development, Employee Development, Research Methods, Statistics.

Teaching Experience

University of Colorado, Boulder; Boulder, CO. (Leeds School of Business)

- Foundations of Teamwork (MBA program), Summer 2019; 2020; 2021; 2022; 2023; 2024
- Individual, Team, and Organizational Development, Spring 2019; 2020; 2021; 2022; Fall 2023; 2024
- Individual, Team, and Organizational Development (honors), Spring 2019; 2020; 2021; 2022
- Women in Leadership, Fall 2022; 2023; 2024
- Organization Theory (doctoral seminar), Fall 2023
- Product Development I, Fall 2024

University of Houston-Downtown, Houston, TX. (Master of Business Administration Program)

- Human Resource Management, Spring 2017 (Adjunct Lecturer)

Rice University, Houston, TX. (Undergraduate)

- Business Communications, Fall 2016 (Teaching Facilitator)
- Business Communications, Fall 2016 (Guest Lecturer)
- Developmental Psychology, Fall 2016 (Teaching Assistant)
- Introduction to Psychology, Spring 2016 (Teaching Assistant)
- Research Methods, Fall 2015 (Teaching Assistant)

Supervision to Students

University of Colorado, Boulder

Doctoral Dissertation Committees:

Mallory Decker (2026) Organizational Behavior, Member
Liza Y. Barnes (2023) Organizational Behavior, Chair (LeBow College of Business, Drexel University)
Academy of Management, SHRM Foundation Dissertation Grant Award (2022)
Graduate School Beverly Sears & Cynthia H. Schultz Grant (2021)
Ph.D. Teaching Award, Leeds School of Business (2020)
Gerald Hart Doctoral Research Fellowship Award (2019)
Brittany K. Lambert, Organizational Behavior (2021) Member (Kelly School of Business, Indiana University)

Doctoral Qualifying Examination Committees:

Liza Y. Barnes, Organizational Behavior (2020) Chair
Jessi R. Rivin, Organizational Behavior (2020) Member
Richard Reed, Organizational Behavior (2020) Member
Mallory Decker, Organizational Behavior (2023) Member
Ryan Rygalia, Organizational Behavior (2024) Member
Meredith Lehman, Organizational Behavior (2024) Member

Doctoral Mentorship:

Mallory Decker, Organizational Behavior
Gerald Hart Doctoral Research Fellowship Award (2022)

Diverse Scholars Program Mentor & Advisor, Leeds School of Business:

Caroline (Nikki) Bechtold (2022)

Undergraduate Research Thesis Committees:

Jisoo Yang (2025) Member & Faculty Mentor

Ziwei Cheng (2022) Member & Faculty Mentor
Invited to present research at the Conference on World Affairs at the University of Colorado, Boulder (2022)
Lindsay Jackson (2020) Member & Faculty Mentor
Undergraduate Research Opportunities Program (UROP) Grant (2019)

Academic Service

- Editorial Board Member
  - Journal of Management
  - Journal of Organizational Behavior
- Journal Referee
  - Journal of Applied Psychology, Academy of Management Review, Personnel Psychology, Journal of Management, Journal of Management Studies, Small Group Research, Group and Organization Management, Organization Science
- Administrative Positions
  - Academy of Management: Organizational Behavior Division Best Paper Assistant Chair. 2024.
  - Academy of Management: Human Resource Division Best Paper Committee. 2018-2019.
  - SIOP: Goldstein and Schneider Scholarship Committee. 2019-2020.
  - SIOP: Graen Grant for Student Research Award Committee. 2022.
- Advisory Positions
  - National Center for Healthcare Leadership: National Health Leadership Survey Advisory Council. 2018-2020.
  - Prime Chief of Staff: Research Advisor. 2020-present.
  - University of Texas, MD Anderson Cancer Center: Leadership Institute Research Advisor: 2021-present.
- University Service: University of Colorado, Boulder
  - Dean of the Leeds School of Business Search Advisory Committee. 2022-2023
  - Leeds Classroom Inclusion Committee. 2020-2021.2022-present
  - SRS Primary Unit Committee. 2021-present
  - Leeds Executive Committee Member. 2022-2023.
  - Search Committee Member, Teaching Professor Faculty Position for OLIA. 2022.
  - Search Committee Member, Tenure-Track Open Rank Faculty Position for OLIA. 2022.
  - Advisor to Associate Dean of Administration and Finance at the Leeds School of Business for the Return to Campus Plan. 2021.
  - Diverse Doctorates in Business Program Contributor. 2020-present.
  - AACSB Accreditation Assistance. 2021-2022.
  - BASE Uplift Committee, Assisting the Committee with teamwork training components. 2018-2021.
  - Freshman Mentor for Diverse Scholars. 2018-2020.
  - AD-Hoc Member for various PUECs, OLIA & CESR. 2019-present.
  - Leeds School Teaching Quality Framework Task Force Committee Member. 2018-2019.

Selected Media Coverage

Research highlighted in: 8 Ways Work Will Change Forever. (2022). *Coloradan Alumni Magazine.* https://www.colorado.edu/coloradan/2022/03/11/8-ways-work-will-change-forever.

Teaching highlighted in: The Leeds Women's Collective sets-up female grad students for success. (2021). *Leeds School of Business.* https://www.colorado.edu/business/news/2021/05/03/incoming-students-discover-culture-gender-equity

Interviewed in: How offices have evolved to meet pandemic challenges. (2021). The Denver Post. https://www.denverpost.com/2021/05/05/work-from-home-top-workplaces/

Interviewed in: Rich with Learning. (2020). *Business Officer*. https://businessofficermagazine.org/features/rich-with-learning/

Interviewed in: 5 things to know for work-from-home newbies. (2020). *BU Boulder Today*. https://www.colorado.edu/today/2020/03/31/5-things-know-work-home-newbies

Research highlighted in: Rice research to study hurdles women face pursuing STEM careers. (2019). *Houston Style Magazine*. http://stylemagazine.com/news/2019/aug/22/rice-research-study-hurdles-women-face-pursuing-st/

Research highlighted in: Teamwork: The hidden ingredient in trading success. (2017). *Forbes*. https://www.forbes.com/sites/brettsteenbarger/2017/11/13/teamwork-the-hidden-ingredient-in-trading-success/#514c7e2d70af

Research highlighted in: Quality beats quantity in team communications. (2017). *Association for Psychological Science*. https://www.psychologicalscience.org/news/minds-business/quality-beats-quantity-in-team-communications.html

Research highlighted in: Team training can produce great results. (2016). *EMR & EHR*. http://www.emrandehr.com/2016/07/21/team-training-can-produce-great-results/

Research highlighted in: Team-trained health care staff can reduce patient deaths by 15 percent. (2016). *Science Daily*. https://www.sciencedaily.com/releases/2016/07/160714110914.htm

Research highlighted in: McCaig, M. (2016). Team training in healthcare can save lives. *Rice News*. http://news.rice.edu/2016/07/14/team-training-in-health-care-can-save-lives/

Memberships & Affiliations

- Academy of Management
- Center for Positive Organizations – Community of Scholars
- Society for Industrial & Organizational Psychology