

## Adam A. Roebuck

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### RESEARCH INTERESTS

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- Team cognition
- Dynamic social network applications
- Multilevel theory
- Leadership

### EDUCATION

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**Ph.D., Management, Current GPA: 3.97/4.00** *August 2018 – May 2022 (Expected)*  
University of Connecticut, Storrs, CT

- Concentration in Organizational Behavior

**M.A., Industrial/Organizational Psychology, GPA: 4.00/4.00** *July 2016*  
Roosevelt University, Chicago, IL

- Thesis: Gender effects in dyadic leader-subordinate relationships and the role of organizational culture

**B.S., Psychology** *May 2012*  
Michigan State University, East Lansing, MI

- Additional degree in Human Capital and Society

### HONORS & AWARDS

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University of Connecticut Graduate Assistantship	<i>Fall 2018 – Present</i>
SIOP Student Travel Award	<i>Spring 2017</i>
Roosevelt University Graduate Assistantship	<i>Fall 2014 – Spring 2016</i>
Michigan State University Dean's Assistantship	<i>Spring 2011</i>
Michigan State University Dean's List	<i>Fall 2010 – Spring 2012</i>

### PEER-REVIEWED JOURNAL PUBLICATIONS

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Park, S., Grosser, T., **Roebuck, A. A.**, & Mathieu, J. E. (*Forthcoming*). Understanding work teams from a network perspective: A review and future research directions. *Journal of Management*.

Murase, T., **Roebuck, A. A.**, & Takahashi, K. (2019). Development and validation of a situational judgment test of leadership knowledge. *Asian Pacific Business Review*, 25, 227-250.

**Roebuck, A. A.**, Thomas, A., & Biermeier-Hanson, B. (2019). Organizational culture mitigates lower ratings of female supervisors. *Journal of Leadership and Organizational Studies*, 26, 454-464.

Nieminen, L. R. G., Biermeier-Hanson, B., **Roebuck, A. A.**, & Denison, D. (2019). A study of the hierarchical culture gaps within unionized utility companies. *Organization Management Journal*, 16, 27-41.

Lyons, B. J., Martinez, L., Ruggs, E., Ryan, A. M., Hebl, M., Bachman, K., & **Roebuck, A. A.** (2018). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*, 44, 1980-2007.

McGonagle, A. K., **Roebuck, A. A.**, Diebel, H., Aqwa, J., & Fragoso, Z. (2016). Anticipated work discrimination scale: A chronic illness application. *Journal of Managerial Psychology*, 31, 61-78.

Ko, I., Kotrba, L., & **Roebuck, A. A.** (2015). Leaders as males?: The role of industry gender typing. *Sex Roles*, 72, 294-307.

## MANUSCRIPTS UNDER REVIEW

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Deuling, J., **Roebuck, A. A.**, Wilson, K., & Thomas, A. [Female perceptions of sexism in the workplace]. *Journal of Business and Psychology*.

## MANUSCRIPTS IN PREPARATION

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Murase, T., & **Roebuck, A. A.** The content of phenomena and the structure of emergence (Working manuscript). Targeted for *Academy of Management Review*.

**Roebuck, A. A.**, Mathieu, J. E., Grosser, T., & Park, S. Transactive memory systems: A dynamic, compilational perspective. Targeted for *Academy of Management Review*.

## BOOK CHAPTER

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Park, S., Grosser, T. J., Mathieu, J. E., & **Roebuck, A. A.** (2020). Network thinking in teams research. In D. J. Brass & S. P. Borgatti (Ed.), *Social Networks at Work*. New York: Routledge.

## PEER-REVIEWED PRESENTATIONS

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Murase, T., & **Roebuck, A. A.**, *Content and structure of compilational emergent states*. In Pendergraft, J., Outland, N., & Harris, A., *Research incubator: Methodological challenges in team composition research*. Symposium presented at the 2020 annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX.

- Park, S., Grosser, T., **Roebuck, A. A.**, & Mathieu, J. E. Understanding work teams from a network perspective. In Park, S. (Chair), & **Roebuck, A. A.** (Co-Chair), *Synergies between teams and social networks: Brokering the paradigms*. Symposium presented at the 2020 annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX.
- Watson, D. E., Mathieu, J. E., Wolfson, M. A., **Roebuck, A. A.**, Gallagher, P. T., & Perry, S. K. MTS adaptive processes in response to environmental events. In Kozlowski, S. W. J. (Co-Chair), Chao, G. T. (Co-Chair), & Ruark, G. A. (Co-Chair), *Unpacking organizational, multi-team, and team system dynamics*. Symposium at the 2020 annual meeting of the Society for Industrial and Organizational Psychology Conference, Austin, TX.
- Murase, T., & **Roebuck, A. A.** *Content and structure of compilational emergent states*. Paper presented at the 2019 annual meeting of the Interdisciplinary Network for Group Research (INGRoup) Conference, Lisbon, Portugal.
- Biermeier-Hanson, B., Coyle, P., **Roebuck, A. A.**, Foselle, C., Miller, H., & Plocinik, A. *Investigating leader role congruity and counterproductive work behavior*. Poster presented at the 2019 annual meeting of the Society for Industrial and Organizational Psychology Conference, Washington, DC.
- Roebuck, A. A.**, Thomas, A., Biermeier-Hanson, B., & Ristow, T. *The mitigating role of organizational culture in supervisor-subordinate dyads*. Poster presented at the 2018 annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Biermeier-Hanson, B., Coyle, P., & **Roebuck, A. A.** Examining intra-personal ILT congruence in work-family conflict. In Coyle, P. (Chair), *Expanding perspectives and outcomes of leader and follower role congruence*. Symposium presented at the 2017 annual meeting of the Academy of Management Conference, Atlanta, GA.
- Roebuck, A. A.**, & Thomas, A. *Organizational outcomes predicted by disability status and supervisor's implicit attitudes*. Poster presented at the 2017 annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.
- Biermeier-Hanson, B., Wynne, K. T., & **Roebuck, A. A.** *Do the leaders fit the place? Empirically examining leader culture fit*. Poster submitted to the 2016 annual meeting of the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- Roebuck, A. A.**, Biermeier-Hanson, B., & Nieminen, L. R. *The corporate culture looks different to men and women leaders*. Poster presented at the 2015 annual meeting of the Association for Psychological Science, New York, New York.
- Biermeier-Hanson, B., Nieminen, L. R., **Roebuck, A. A.**, & Denison, D. R. *The effects of unionization & hierarchical level on subcultures*. Poster presented at the 2014 annual

meeting of the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

**Roebuck, A. A., Ryan, A.M., & Lyons, B. J.** *Psychological disorders in the workplace: An identity management theory application.* Poster presented at the 2013 annual meeting of the Society for Industrial and Organizational Psychology Conference, Houston, TX.

**Roebuck, A. A., Ryan, A.M., & Lyons, B. J.** *Identity management of individuals with disabilities.* Poster presented at the 2012 annual meeting of the Association for Psychological Science, Chicago, IL.

## **RESEARCH EXPERIENCE – RESEARCH LABS**

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### **Graduate Assistant**

*Fall 2018 – Present*

University of Connecticut management Department

- **Faculty Advisor:** John Mathieu, Ph.D.
- **Purpose:** Examine the inputs, processes, and outcomes of teams and multiteam systems.

### **Graduate Research Assistant**

*Fall 2014 – Summer 2018*

Roosevelt University Industrial/Organizational Psychology Department

- **Faculty Advisor:** Adrian Thomas, Ph.D.
- **Purpose:** Study the effects of disability dimensionality on applicant ratings and workplace outcomes.

### **Graduate Research Assistant**

*Fall 2014 – Summer 2018*

Roosevelt University Industrial/Organizational Psychology Department

- **Faculty Advisor:** Jacqueline Deuling, Ph.D.
- **Purpose:** Study the effects of organizational culture and climate on workplace outcomes.

### **Graduate Research Assistant**

*Fall 2016 – Spring 2017*

Roosevelt University Industrial/Organizational Psychology Department

- **Faculty Advisor:** Toshio Murase, Ph.D.
- **Purpose:** Research and theorize about multilevel concepts.

### **Research Assistant**

*Summer 2013 – Spring 2014*

Wayne State University Industrial/Organizational Psychology Department

- **Faculty Supervisor:** Alyssa McGonagle, Ph.D.
- **Purpose:** Develop a scale to measure anticipated discrimination in the workplace.

### **Research Assistant**

*Summer 2013 – Spring 2014*

Wayne State University Industrial/Organizational Psychology Department

- **Faculty Supervisor:** Lisa Marchiondo, Ph.D.
- **Purpose:** Study the effects of leader attractiveness on leadership ratings.

### **Undergraduate Research Assistant**

*Fall 2009 – Spring 2012*

Michigan State University Industrial/Organizational Psychology Department

- **Faculty Advisor:** Ann Marie Ryan, Ph.D.
- **Purpose:** Analyze the role of stigmatization (e.g., regarding disability, age, gender, sexual orientation, religious identity) in the workplace and the associated outcomes.

## **APPLIED EXPERIENCES**

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### **Research Consultant**

*October 2018 - Present*

The Group for Organizational Effectiveness, Inc.

Albany, NY

- Project: Army Unobtrusive Team Measures
- PIs: Scott Tannenbaum and John Mathieu
- Funding: U.S. Army Research Institute

### **Academic Tutor**

*January 2015 - July 2018*

Roosevelt University Academic Success Center

Schaumburg, IL

- Tutor graduate and undergraduate students in statistics and writing
- Proctor examinations for students requiring special accommodations

### **Associate Consultant**

*May 2016 – June 2017*

Brian Turk, LLC

Chicago, IL

- Performed a job analysis and made selection measurement recommendations
  - Interviewed subject matter experts; identified important knowledges, skills, and abilities (KSAs) related to the job; developed and administered rating scales for the KSAs; critiqued the psychometric properties of possible selection measures; and made selection recommendations based on a thorough analysis of each measure
- Assisted in the building of talent acquisition and management systems for a Fortune 500 company
- Developed selection and recruitment process maps
- Converted talent acquisition documents to web-based documents using HTML
- Fielded and answered technical questions regarding the use of Human Resources applications (e.g., Taleo)

### **Selection Recommendations Project**

*Summer 2015*

Lockwood Moore

Las Vegas, NV

- Reviewed selection system for the position of master-craftsman salesperson
- Conducted a job analysis
- Conducted interviews with subject matter experts
- Extensively reviewed literature to determine predictors of sales performance
- Delivered a technical report

### **Research & Development Intern**

*Fall 2012 – Fall 2014*

Denison Consulting

Ann Arbor, MI

- Analyzed quantitative and qualitative data for client and research purposes
- Updated and maintained six normative databases
- Determined benchmarks of various diagnostic assessments

- Prepared deliverables for clients

**Multisource Feedback Project**

Accident Fund

*Fall 2011, 2012*

East Lansing, MI

- **Project Coordinator:** Carrie Ott-Holland, Ph.D. & Ann Marie Ryan, Ph.D.
- Assisted in the development and logistics of a multisource (360-degree) feedback report examining leadership competencies and areas of improvement for supervisors

**Human Resources & Recruiting Intern**

Multi Packaging Solutions

*Summer 2011*

Lansing, MI

- Corporate recruiter for 14 different national and international facilities
- Effectively recruited more specialized skilled print workers than any previous intern
- Communicated with different corporate-level managers to determine personnel needs
- Interviewed candidates at various levels to determine person-organization fit

**TEACHING EXPERIENCE**

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**Teaching Assistant**

University of Connecticut

*Fall 2018 – Present*

Storrs, CT

- MGMT 5182: Motivating Individuals and Teams
- MGMT 3101: Managerial and Interpersonal Behavior

**Instructor of Record**

Roosevelt University

*Spring 2017, 2018*

Chicago, IL

- PSYC 200: Introductory Statistics
  - Primary instructor for undergraduate statistics in psychology

**R Workshop**

Roosevelt University

*Fall 2017*

Chicago, IL

- Co-lead a workshop on the basics of writing R script for students and practitioners

**Excel Workshop**

Roosevelt University

*Winter 2015 – 2017*

Chicago, IL

- Co-lead a two-part workshop on the basics (Part I) and advanced functioning (Part II) of Microsoft Excel

**SERVICE**

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**Ad Hoc Reviewer:**

*Group Processes & Intergroup Relations*

*Journal of Managerial Psychology*

*Sex Roles*

**GRADUATE COURSEWORK**

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**Content (in chronological order):**

Advanced Industrial Psychology  
Employee Selection  
Advanced Organizational Psychology  
Employee Ethics  
Social Psychology  
Groups & Teams  
Instructional Design  
Leadership & Motivation  
Human Development  
Diversity in Organizations  
Training & Development  
Instructor Development  
Strategic Management & Entrepreneurship  
Financial Management  
Organizational Behavior  
Contemporary Research in Organizational Behavior

**Methodological (in chronological order):**

Intermediate Statistics  
Advanced Research Methods  
Advanced Statistics  
Psychometrics  
Multivariate Statistics  
Social Networks in Organizations  
Structural Equation Modeling  
Introduction to Qualitative Methodology  
Meta-Analysis  
Multilevel Theories, Methods, & Analyses  
Advanced Qualitative Methodology  
Research Methods in Strategic Management  
Mixed Methods

**PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Interdisciplinary Network for Group Research  
Society for Industrial/Organizational Psychology