

Adam A. Roebuck

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RESEARCH INTERESTS

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

EDUCATION

Ph.D., Management, GPA: 4.00/4.00 *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

University of Connecticut Graduate Assistantship	<i>Fall 2018 – Present</i>
University of Connecticut Outstanding Student Scholar Fellowship	<i>Summer 2020</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

Park, S., Grosser, T., **Roebuck, A. A.**, & Mathieu, J. E. (2020). Understanding work teams from a network perspective: A review and future research directions. *Journal of Management*, 46, 1002-1028

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

- Deuling, J., **Roebuck, A. A.**, Wilson, K., & Thomas, A. [Female perceptions of sexism in the workplace]. *Sex Roles*.

MANUSCRIPTS IN PREPARATION

- Roebuck, A. A.**, Mathieu, J. E., Park, S., & Grosser, T. [Topic: Transactive memory systems]. Stage: Final revisions before submission. Target: *Academy of Management Review*.
- Roebuck, A. A.**, Mathieu, J. E., & Park, S. [Topic: Transactive memory systems and team composition]. Stage: Writing. Target: *Academy of Management Journal*.
- Grames, E. M., **Roebuck, A. A.**, Bahlai, C. A., Shinichi, N., & Elphick, C. S. [Topic: Assessing diversity]. Stage: Writing. Target: *Science*.
- Murase, T., & **Roebuck, A. A.** [Topic: Compositional and compilational emergence]. Stage: Working paper. Target: *Academy of Management Review*.
- Roebuck, A. A.**, & Mathieu, J. E. [Topic: Text analysis comparisons]. Stage: Data analysis. Target: *Organizational Research Methods*.
- Roebuck, A. A.**, & Mathieu, J. E. [Topic: Multiplex relationships over time]. Stage: Data analysis. Target: *Academy of Management Journal*.

BOOK CHAPTERS

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.

Murase, T., **Roebuck, A. A.**, & Takahashi, K. (2019). Development and validation of a situational judgment test of leadership knowledge. In C. Rowley & I. Oh (Ed.), *Leadership in East Asia: Globalization, Innovation and Creativity in Japan, South Korea and China*. New York: Routledge.

PEER-REVIEWED PRESENTATIONS

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 accepted to the 2021 annual meeting of the Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Roebuck, A. A., Mathieu, J. E., Grosser, T., & Park, S., Transactive memory systems: A dynamic, compilational perspective. Paper accepted to the 2020 annual meeting of the Academy of Management Conference, Vancouver, B.C.

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 accepted to 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 accepted to 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 accepted to 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

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

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

Brian Turk, LLC

May 2016 – June 2017

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

Lockwood Moore

Summer 2015

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

Denison Consulting

Fall 2012 – Fall 2014

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

Instructor of Record

University of Connecticut

- MGMT 3101: Managerial and Interpersonal Behavior

Spring 2019 – Present
Storrs, CT

Teaching Assistant

University of Connecticut

- MGMT 5182: Motivating Individuals and Teams
- MGMT 4900: Strategy, Planning, and Planning
- MGMT 3101: Managerial and Interpersonal Behavior

Fall 2018 – Present
Storrs, CT

Instructor of Record

Roosevelt University

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

Spring 2017, 2018
Chicago, IL

R Workshop

Roosevelt University

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

Fall 2017
Chicago, IL

Excel Workshop

Roosevelt University

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

Winter 2015 – 2017
Chicago, IL

SERVICE

Ad Hoc Reviewer:

Group Processes & Intergroup Relations

Journal of Managerial Psychology

Sex Roles

GRADUATE COURSEWORK

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

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