You're Invited!

2024 Distinguished University Professor Lecture

Thursday, November 21, 2024
USF Patel Center for Global Solutions
Room 136, Tampa campus

Teams Link: click here to join the meeting
Mingle & Refreshments: 9:00 AM – 9:30 AM
Lecture: 9:30 – 11:00AM

Dr. Steve Kozlowski
Team Process Dynamics

About the Speaker:

Dr. Steve Kozlowski joined USF's Psychology faculty in 2020 after intensive recruitment into the department's Industrial and Organizational Psychology program through the USF World Class Scholar initiative. Dr. Kozlowski is one of the preeminent researchers in multilevel organizational theory, team effectiveness, leadership, learning, and adaptability. His research has received over $11M in external funding from sources, such as the U.S. Army Research Institute for the Social and Behavioral Sciences (ARI), Air Force Office of Science Research (AFOSR), Office of Naval Research (ONR), National Science Foundation (NSF), National Aeronautics and Space Administration (NASA), and Agency for Health Research and Quality (AHRQ). Dr. Kozlowski is not only one of the top scholars in I-O Psychology but also in the top 2% of *all* scientists in the world. His scholarly output includes over 500 articles, chapters, books, and reports, generating more than 43,800 citations and an h-index of 70. His 2000 book on multilevel theory and research laid the foundation for understanding the interdependence of organizational behavior patterns and has been cited over 5000 times. Recognition of his contributions include career awards from the *Society of Industrial and Organizational Psychology (SIOP*), its Distinguished Scientific Contributions Award, the *Interdisciplinary Network for Group Research*, its McGrath Award for Lifetime Achievement in the Study of Groups, and elected fellowships in *SIOP*, the *American Psychological Association*, the Association *for Psychological Science*, and the *International Association for Applied Psychology*. Since joining USF, Dr. Kozlowski has started a research lab in a subdiscipline, "team dynamics and modeling," which was not previously represented in the I-O Psychology program. This lab immediately propelled USF into leadership in this area. Moreover, he has recruited and is supervising doctoral students using newly acquired external grants. His hiring has helped to ensure that USF will maintain its top-five ranking in I-O Psychology for the foreseeable future.

About the Lecture:

Team processes, the cognitive, affective, motivational, and behavioral mechanisms by which team members collaborate – have been studied since the early 1950s. They are known to be key contributors to team effectiveness, and they can be shaped by team leadership, team training, and team design interventions. Remarkably, even though team processes have been studied for 75 years, most of what is known about them is based on static snapshots of team functioning (i.e., single-shot, retrospective reports); no team dynamics. Over the last decade, I have focused my research on capturing and unpacking the "black box" of team process dynamics as a way to enhance team effectiveness. In this presentation, I will (a) highlight what organizational science knows about team processes and team effectiveness, (b) describe a line of NASA funded research that has studied team process dynamics for long duration space crew analogs using a novel sensor technology, and (c) close with an illustration of how computational modeling and agent-based simulation can advance the science of team process dynamics and team effectiveness.

UNIVERSITY of SOUTH FLORIDA