Michael D. Coovert, Ph.D.

Professor Emeritus

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ACADEMIC DEGREES

Ph.D.	1985	The Ohio State University, Columbus, Ohio Major: Psychology (Industrial/Organizational) Minor: Computer Science
M.S.	1981	Illinois State University, Bloomington-Normal, Illinois
B.A.	1979	Chaminade University of Honolulu, Honolulu, Hawaii

AWARDS & DISTINCTIONS

- National Academies of Sciences, Engineering and Medicine. Panel member to advise the Federal Aviation Administration on selecting its cybersecurity workforce (2019-2022)
- National Academies of Sciences, Engineering and Medicine. Report reviewer Human Systems Integration for AI and human teams (2021)
- U.S. Air Force Research Lab Faculty Fellowship Recipient. Summer 2017, 2018, 2019, 2020
- Selected as a Senior Research Associate by the National Research Council of the National Academies of Science, Engineering, and Medicine. AFRL Summer 2015
- *Alumnus of the Year: In Recognition of Outstanding Lifetime Career Accomplishments*. Illinois State University, Department of Psychology, 2012
- Fellow: Society for Industrial and Organizational Psychology
- Fellow: American Psychological Association
- Fellow: Association for Psychological Science
- *Presidential Excellence Award*, University of South Florida, 2003
- *Jerome Krivanek Distinguished Teacher Award* (USF wide teaching award), 1998
- *State of Florida Teaching Incentive Program Award* (for excellence in teaching), 1995
- Elected as a member of the *Society of Multivariate Experimental Psychology* (SMEP). Year elected, 1995. Trustee of the Society 2011-2014.
- *Magna Cum Laude*

As of January 3, 2023 Citations: 6,636; h-index 38; i10-index 66.

PROFESSIONAL HISTORY

May 1992- Present	Founder and President: MDC & Associates. Provide research and consulting expertise to organizations and DoD. Areas include applying technological and quantitative methods to address issues in traditional and emerging organizational domains (see publications/presentations/research grants/contracts).
May 2020 - Present	Professor Emeritus, University of South Florida
August 1998 – April 2020	Professor, University of South Florida
October 2001 – April 2020	Member, H. Lee Moffitt Cancer Center & Research Institute
August 1998 – August 2001	Associate Chair of Psychology, University of South Florida
February 1995 – May 1998	Editor, *The Industrial-Organizational Psychologist* (TIP)
August 1990 – July 1998	Associate Professor, University of South Florida
July 1991 - 2013	Founding Director, *Center for Psychology and Technology* (formerly: *The Institute for Human Performance, Decision Making & Cybernetics*) University of South Florida
May 1989 - August 1989	ASEE Summer Faculty Research Fellow - Senior Level
May 1986 - August 1986	ASEE Summer Faculty Research Fellow Naval Training Systems Center, Orlando, Florida
August 1985 - July 1990	Assistant Professor, University of South Florida

PATENT

Sun, Y., Coovert, M. D., & Shindev, I. (2017). *U.S. Patent No.* 9,744,672. *Systems and methods for communicating robot intentions to human beings*. Washington, DC: U.S. Patent and Trademark Office. https://www.pat2pdf.org/patents/pat9744672.pdf

PROFESSIONAL PUBLICATIONS

Books (4)

National Academies of Sciences, Engineering, and Medicine (2021). Looking Ahead at the Cybersecurity Workforce at the Federal Aviation Administration. Washington, DC: The National Academies Press. https://doi.org/10.17226/26105

M. D. Coovert and L. Foster Thompson (Eds.) (2014), *The Psychology of Workplace Technology*. New York, NY: Routledge Taylor & Francis Group.

Schiflett, S.G., Elliott, L. R., Salas, E., & Coovert M. D. (Eds.), (2004). *Scaled Worlds: Development, Validation and Applications*. Hants, UK: Ashgate.

Coovert, M. D., & Foster Thompson, L. F. (2001). *Computer-supported cooperative work: Issues and implications for workers, organizations, and human resource management*. Thousand Oaks, CA: Sage.

Handbook Section

Borman, W. & Coovert, M. D. (2017). Technology and Employee Selection (section editors). In J. L. Farr and N. T. Tippins (Eds.), *Handbook of Employee Selection (revised edition)*. New York, NY: Routledge.

Book Chapters (24)

Arbogast, M. S., Coovert, M. D. (in press). Egos Gone Wild! Examining the domains indicative of toxic leadership in the military, *Military Performance*, International Military Testing Association.

Coovert, M.D., Arbogast, M.A., & de Visser, E. (2020). The Cognitive Wingman: Considerations for Trust, Humanness, and Ethics When Developing and Applying AI Systems. In M. McNeese, E. Salas, and M. Endsley (Eds.) *Handbook of Distributed Team Cognition: Fields of Practice and Applied Solutions Within Distributed Team Cognition* (Vol. 4). https://doi.org/10.1201/9780429459542

Dorsey, D. W., Martin, J., Howard, D. J., & Coovert, M. D. (2017). Cybersecurity Issues in Selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection* (pp. 913-930): Routledge.

Coovert, M. D., Dreibelbis, R., Borum, R. (2016). Factors Influencing the Human-Technology Interface for Effective Cyber Security Performance. In Zaccaro, S. J., Dalal, R. S., Tetrick, L. E., & Steinke, J. A. (Eds.). *Psychosocial Dynamics of Cyber Security*. (pp. 267-290): Routledge.

Coovert, M. D., & Foster Thompson, L. (2014). Toward a synergistic relationship between psychology and technology. In M. D. Coovert and L. Foster Thompson (Eds.), *The Psychology of Workplace Technology* (pp. 1-20). New York, NY: Routledge Taylor & Francis Group.

Askew, K., & Coovert, M. D. (2013). Online decision making. In Y. Amichai-Hamburger (Ed.), *The social net* (2nd ed.) (pp. 99-119). Oxford, UK: Oxford University Press.

Coovert, M. D. (2013). Petri nets: Modeling the complexity of modern jobs. In J. M. Cortina and R. S. Landis (Eds.), *Modern research methods for the study of behavior in organizations (pp. 381-404)*. New York, NY: Routledge Taylor & Francis Group.

Gordon, T.G., Coovert, M. D. & Elliott, L. R. (2012). Integrating cognitive task analysis and verbal protocol analysis: A typology for describing jobs. In M. A. Wilson, W. Bennett, Jr., S. G., Gibson, & G. Michael (Eds.), *The handbook of work analysis: Methods, systems, applications, and science of work measurement in organizations*. New York, NY: Routledge Academic.

Coovert, M. D., Walvoord, A. A., Stilson, F. R. B., & Prewett, M. (2009). Technology and health. In S. Cartwright and C. L. Cooper (Eds.), *The Oxford handbook of organizational well being (pp. 356-386)*. Oxford: Oxford University Press.

Hess, K. P., Freeman, J., & Coovert, M. D. (2008). CENTER: Critical thinking in team decision making. In M. P. Letsky, N. W. Warner, S. M. Fiore, & C.A.P. Smith (Eds.). *Macrocognition in teams: Theories and methodologies (pp. 239-258)*. Burlington, VT: Ashgate Publishing.

Coovert, M. D., & Burke, J. L. (2007). T-MoP: A tetrahedral model of performance (pp. 65-82). In F. Dansereau and F. Yammarino (Eds.), *Multi-level issues in organizations and time*. Amsterdam: Elsevier.

Foster Thompson, L. L., & Coovert, M. D. (2006). Understanding and developing virtual computer-supported cooperative work teams. (pp. 213-242). In C. Bowers, E. Salas, and F. Jentsch (Eds.), *Creating high-tech teams: Practical guidance on work performance and technology*. Washington, DC: American Psychological Association.

Coovert, M. D., & Burke, J. L., (2005). Leadership and decision-making. In Yair Amichai-Hamburger (Ed.), *The social net: Understanding human behavior in cyberspace* (pp. 219-246). Oxford, UK: Oxford University Press.

Coovert, M. D., Foster Thompson, L.L., & Craiger, J. P., (2005). Technology as a stressor. In J. Barling, K. Kelloway, & M. Frone (Eds.). *Handbook of Work Stress*. Thousand Oaks, CA: Sage.

Coovert, M. D., & Foster Thompson, L. (2003). Technology and workplace health. In J. C. Quick and L. E. Tetrick (Eds.). *Handbook of Occupational Health Psychology*. (pp. 221–242). Washington, DC: American Psychological Association.

Coovert, M. D. & Riddle, D. L. (2004). Utilization of Rough Sets Theory to Assess Physical and Psychological Fidelity within Scaled Worlds. In S. Schiflett, L. R. Elliott, E. Salas, & M. D. Coovert (Eds.), *Scaled Worlds: Development, Validation and Applications (*pp. 134-153). Hants, UK: Ashgate.

Coovert, M. D., & Dorsey, D. W. (2000). Computational modeling with Petri nets: Solutions for individual and team systems (pp. 163-181). In D. R. Ilgen and C. L. Hulin (Eds.), *Computational modeling of behavior in organizations: The third scientific discipline.* Washington, DC: American Psychological Association.

Coovert, M. D., Elliott, L., Foster, L. L., Craiger, J. P., & Riddle, D. (1999*).* Measurement in synthetic task environments for teams: A methodological typology. In H. J. Bullinger and J. Ziegler (Eds.), *Human-Computer Interaction: Ergonomics and User Interfaces* (Vol. 1. pp. 686-690). Mahwah, NJ: Lawrence Erlbaum Associates.

Coovert, M. D., & Craiger, J. P. (1997*).* Modeling performance and establishing training criteria in training systems. In K. Ford, S. Kozlowski, K. Kraiger, E. Salas, and M. Teachout (Eds.). *Improving training effectiveness in work organization* (pp. 47-71). Hillsdale, NJ: Lawrence Erlbaum Associates.

Coovert, M. D. (1995). Technological changes in office jobs: What we know and what we can expect. In A. Howard (Ed.), *The changing nature of work: Frontiers of industrial and organizational psychology* (pp. 175-208). San Francisco, CA: Jossey-Bass.

Coovert, M. D., Craiger, J. P., & Cannon-Bowers, J. A. (1995). Innovations in modeling and simulating team performance: Implications for decision making. In R. Guzzo and E. Salas (Eds.), *Team effectiveness and decision making in organizations: Frontiers of industrial and organizational psychology* (pp. 149-203). San Francisco, CA: Jossey-Bass.

Coovert, M. D. (1990). Development and evaluation of five user models of human-computer interaction. In U. Gattiker (Ed.), *End-user training* (pp. 105-139). Berlin: Walter de Gryter.

Coovert, M. D., Penner, L., & MacCallum, R. C. (1990). Covariance structure modeling in personality and social psychological research: An introduction. In C. Hendrick and M. Clark (Eds.), *Review of Personality and Social Psychology: Research Methods in Personality & Social Psychology* (Vol. II, pp. 291-330). Newbury Park, CA: Sage.

Spector, P., Brannick, M., & Coovert, M. D. (1989). Job analysis. In C. Cooper and I. Robertson (Eds.), *International Review of Industrial & Organizational Psychology: 1989*, (pp. 281-328). New York: John Wiley & Sons.

Refereed Papers and Proceedings (97)

Wiernik, B., Raghavan, M., Caretta, T., & Coovert, M.D. (2022). Developing and validating a serious game-based assessment for cyber occupations in the U.S. Air Force. *International Journal of Selection and Assessment, 30(1), 27-47.*

Martin-Kowal, J., Wiernik, B., Caretta, T., & Coovert, M.D. (2021). Development of a Serious Gaming Approach for Cyber Aptitude Assessment. *Military Psychology*, 1-13.

Coovert, M.D., & Bennett, W. (2021). The importance of identifying the dimensionality of constructs employed in simulation and training for artificial intelligence. *Journal of Defense Modeling and Simulation.* Newbury Park, CA: Sage. https://doi.org/10.1177/15485129211036936

Coovert, M. D., Wiernik, B. N., & Martin, J. (2020). Use of technology-enhanced simulations for cyber aptitude assessment: Phase II prototype development. *DTIC.MIL AFRL-RH-WP-TR-2020-00*5. MCD and Associates Plant City United States.

Dreibelbis, R. C., Martin, J., Coovert, M. D., & Dorsey, D. W. (2018). The Looming Cybersecurity Crisis and What It Means for the Practice of Industrial and Organizational Psychology. *Industrial and Organizational Psychology*, *11*(2), 346-365. https://doi.org/10.1017/iop.2018.3

Martin, J., Dubé, C., & Coovert, M. D. (2018). Signal Detection Theory (SDT) Is Effective for Modeling User Behavior Toward Phishing and Spear-Phishing Attacks. *Human factors*, doi:10.1177/0018720818789818.

Coovert, M.D., Miller, E. E. P., & Bennett, W. B. Jr. (2017). Assessing trust and effectiveness in virtual teams: Latent growth curve and latent change score models. *Social Sciences, 6, 87;* doi:10.3390/socsci6030087.

Coovert, M.D., Winner, J., Bennett, W. Jr., & Howard, D. J. (2017). Serious games are a serious tool for team research. *International Journal of Serious Games*, *4,* 41-55, http://dx.doi.org/10.17083/ijsg.v4i1.141.

Coovert, M.D., Winner, J., Bennett, W. Jr. (2017). Construct development and validation in game based-research. *Simulation & Gaming*, *46*, 236-248. DOI doi.org/10.1177/1046878116682661.

Ducey, A. J. & Coovert, M. D. (2016). Predicting tablet computer use: An extended technology acceptance model for physicians. *Health Policy and Technology, 5,* 268-284. DOI 10.1016/j.hlpt.2016.03.010.

Coovert, S.A., Howard, D.J., Coovert, M.D., & Nelson. R. (2015) An evaluation of medical resident's utilization of tablet computers. *Computers in Human Behavior*, 289-293. DOI 10.1016/j.chb.2015.07.021.

Howard, D., Coovert, S.A., Coovert, M.D. & Nelson, R. (2015). Tablet computing in clinical training of pediatric residents. *Telemedicine and e-Health 21(7),* 588-592. DOI:10.1089/tmj.2014.0130.

McHale, J. P., Salman-Engin, S., & Coovert, M. D. (2015). Improvements in Unmarried African American Parents' Rapport, Communication, and Problem-Solving Following a Prenatal Coparenting Intervention. *Family Process, 54(4),* 619-629. doi: 10.1111/famp.12147.

Winner, J., Coovert, M. D. & Faxon, C. (2015). Student retention in STEM career paths: primary influences on the decision to stay or leave. Proceedings of the Interservice/Industry Training, Simulation, and Education Conference (I/ITSEC) 2015, Orlando, FL

Askew, K., Buckner, J.E., Taing, M.U., Ilie, A., Bauer, J.A., & Coovert, M.D. (2014). Explaining cyberloafing: The role of the theory of planned behavior. *Computers in Human Behavior, 36,* 510-519.

Coovert, M.D., Lee, T., Shindev, I**.** & Sun, Yu. (2014). Spatial augmented reality as a method for a mobile robot to communicate intended movement. *Computers in Human Behavior, 34,* 241-248.

[1]Coovert, M. D., Pavloa Miller, E. E., Bennett, W., Arvan, M., & Coovert, D. (2013). A quantitative assessment of the impact of team effectiveness on changes in individual trust. Proceedings from *Interservice/Industry Training, Simulation and Education, (pp. 1945-1954).* Orlando, FL: I/ITSEC.

Pavlova, E., Coovert, M. D., & Bennett, W. (2013). Trust development in computer-mediated teams: A latent change score model. *Multivariate Behavioral Research, 48,* 166-167.

Coovert, S., Ducey, A., Grichanik, M., Coovert, M.D., & Nelson, R. (2012). *Hey Doc, Is that your stethoscope? Increasing engagement in medical education and training with iPads*. Proceedings of the ACM 2012 conference on Computer Supported Cooperative Work Companion, 71-74.

Shindev, I., Sun, Y., Coovert, M.D., Pavlova, J., & Lee, T. (2012). *Exploration of intention expression for robots*. HRI '12: Proceedings of the seventh annual ACM/IEEE international conference on human-robot interaction, 247-248.

Prewett, M. S., Elliott, L. R., Walvoord, A. G., & Coovert, M. D. (2012). A meta-analysis of vibrotactile and visual information displays for improving task performance. *IEEE Transactions on Systems, Man, and Cybernetics, Part C: Applications and reviews, 42(1),* 123-132.

[1] This paper received the **Best Paper Honorable Mention** award.

Yagoda, R. E., & Coovert, M. D. (2012). How to work and play with robots: An approach to modeling human-robot interaction. *Computers in Human Behavior, 28(1)*, 60-68.

Prewett, M. S., Johnson, R. C., Saboe, K. N., Coovert, M. D., Elliott, L. R. (2010). Managing workload in human-robot interactions: A review of empirical studies. *Computers in Human Behavior, 26(5),* 840-856.

Thompson, L. F., Whelan, T., & Coovert, M. D. (2009). From Doing to Delegating: Knowledge Workers and the Adoption of Software Agents. *Ergometrika*, 6(1), 1-19.

Coovert, M. D., & Elliott, L. (2009). *Robot operator specifications derived from the occupational information network*. International Symposium on Aviation Psychology, 552-557.

Elliott, L.R., Redden, E.S., & Coovert, M.D. (2009) Overview of Meta-Analyses and Experiments Investigating Tactile Options for US Army Soldiers. In S. Yamamoto and M. G. Kwok (Chairs), *Development of Tactile & Haptic Interaction*. International Conference on Human Computer Interaction. San Diego, CA.

Johnson, R. C., Saboe, K. N., Prewett, M. S., Coovert, M. D., & Elliott, L. R. (2009). *Autonomy and automation reliability in human-robot interactions: A qualitative review*. Proceedings of the Human Factors and Ergonomics Society (pp. 1398-1402). San Antonio, TX.

Prewett, M. S., Saboe, K. N., Johnson, R. C., Coovert, M. D., & Elliott, L. R. (2009). *Workload in human-robot interaction: A review of manipulations and outcomes*. Proceedings of the Human Factors and Ergonomics Society (pp. 1393-1397). San Antonio, TX.

Yagoda, R., & Coovert, M. D. (2009). *Modeling human-robot interaction with Petri-nets*. Proceedings of the Human Factors and Ergonomics Society (1413-1417). San Antonio, TX.

Coovert, M. D., Walvoord, A. A., Elliott, L. R., & Redden, E. S. (2008) A tool for the accumulation and evaluation of multimodal research. *IEEE transactions on Systems, Man, and Cybernetics-Part C: Applications and Reviews, 38(6), 850-855.*

Walvoord, A. A. G., Redden, E. R., Elliott, L. R., & Coovert, M. D. (2008). Empowering followers in virtual teams: Guiding principles from theory to practice. *Computers in Human Behavior, 24*, 1884-1906.

Burke, J. L., Prewett, M., Gray, A., Yang, L., Stilson, F. R. L., Redden, E., Elliott, L. R., & Coovert, M. D. (2006). Comparing the effects of visual-auditory and visual-tactile feedback on user performance: A meta-analysis. *Proceedings of the International Conference on Multimodal Interfaces* (pp. 108-117). New York: Association for Computing Machinery.

Prewett, M., Gray, A., Burke, J. L., Yang, L., Stilson, F. R. L., Elliott, L. R., Redden, E., & Coovert, M. D. (2006). The benefits of multimodal information: A meta-analysis comparing visual and visual-tactile feedback. *Proceedings of the International Conference on Multimodal Interfaces (pp.333-338),* New York: Association for Computing Machinery.

Coovert, M. D., Gray, A., Elliott, L. R., & Redden, E. (2006). Mining the literature: Development of principles to guide multimodal research and development. *Proceedings of human factors of uninhabited military vehicles as force multipliers (RTO-MP-HFM-135, pp. 20:1-4*). North Atlantic Treaty Organization (NATO), Research & Technology Organization. Biarritz, France.

Burke, J., Coovert, M., Murphy, R., Riley, J., & Rodgers, E. (2006). Human-robot factors: Robots in the workplace (pp. 870-874). *Proceedings of the Annual Meeting of the Human Factors and Ergonomics Society*. San Francisco, CA.

Coovert, M. D., Gray, A. A., Tolentino, A., Jagusztyn, N., Stilson, F. R. B., Klein, R. H., Willis, T. J., Rossi, M., & Jackson, E. (2006). Guiding principles for tactile technology: Implications from theory and empirical findings (pp. 1682-1686). *Proceedings of the Annual Meeting of the Human Factors and Ergonomics Society*. San Francisco, CA.

Aarons, G. A., Goldman, M. S., Greenbaum, P. E., & Coovert, M. D. (2003). Alcohol expectancies: Integrating cognitive science and psychometric approaches. *Addictive Behavior, 28*, 947-961.

Albrecht, T. L., Ruckdeschel, J. C., Ray, F. L., Pethe, B. J., Riddle, D. L., Strohm, J., Penner, L. A., Coovert, M. D., Quinn, G., & Blanchard, C. G., (2005). A portable, unobtrusive device for videorecording clinical interactions. *Behavior Research Methods. 37*, 165-169.

Albrecht, T. L, Ruckdeschel, J. C., Riddle, D. L., Blanchard, C.G., Penner L. A., Coovert, M. D., & Quinn, G. (2003). Communication and consumer decision making about cancer clinical trials. *Patient Education and Counseling*, 50, 39-42.

Burke, J. L., Murphy, R. R., Coovert, M. D., & Riddle, D. L. (2004). Moonlight in Miami: A field study of human-robot interaction in the context of an urban search and rescue disaster response training exercise. *Human Computer Interaction, 19,* 85-116.

Craiger, J. P., Coovert, M. D., & Teachout, M. S. (2003). Predicting job performance with a fuzzy rule-based system. *International Journal of Information Technology and Decision Making, 2*, 425-444.

Dorsey, D. W., & Coovert, M. D. (2003). Mathematical modeling of decision making: A soft and fuzzy approach to capturing hard decisions. *Human Factors, 45*, 117-135.

Riddle, D. L., Albrecht, T. L., Coovert, M. D., Penner, L. A., Ruckdeschel, J. C., & Blanchard, C. G. (2003). Differences in coding audiotaped versus videotaped physician-patient interactions. *Journal of Nonverbal Behavior, 26*, 219-239.

Riddle, D.L., Coovert, M. D., Elliott, L., & Schiflett, S. (2003). Potential contributions of rough sets data analysis to training evaluations. *Military Psychology, 15*, 41-58.

Stanton J.M., & Coovert M. D. (2004). Turbulent waters: The intersection of information technology and human resources, *Human Resource Management, 43*, 121-125.

Albrecht, T.L., Ruckdeschel, J.C., Riddle, D.L., Blanchard, C. G., Penner, L.A., Coovert, M.D., & Quinn, G. (2003). Communication and consumer decision making about cancer clinical trials. *Patient Education and Counseling, 50(1),* 39-42.

Thompson, L. F., & Coovert, M. D. (2003). Teamwork Online: The effects of computer conferencing on perceived confusion, satisfaction and post discussion accuracy. *Group Dynamics: Theory, Research, and Practice, 7,* 135-151.

Riddle, D. L., Albrecht, T. L., Coovert, M. D., Penner, L. A., Quinn, G., Ruckdeschel, J. C., Blanchard, C. E., & Urbizu, D. (2002). Differences in coding audiotaped versus videotaped physician-patient interaction data. *Journal of Nonverbal Behavior, 26*, 219-239.

Thompson, L. F., & Coovert, M. D. (2002). Stepping up to the challenge: A critical examination of face-to-face and computer-mediated team decision making. *Group Dynamics: Theory, Research, and Practice, 6,* 52-64.

van den Berg, P., Thompson, J. K., Obremski-Brandon, K., & Coovert, M. (2002). The tripartite influence model of body image and eating disturbance: A covariance structure modeling investigation testing the mediational role of appearance comparison. *Journal of Psychosomatic Research, 53*, 1007-1020.

Coovert, M. D., & Foster Thompson, L. L. (2001). From doing to delegating: Knowledge workers and the adoption of intelligent agent technology. *SSGRR 2001 The book of abstracts: International conference on advances in infrastructure for electronic business, science, and education on the internet*. Pp. 65.

Foster Thompson, L., & Coovert, M. D. (2001). From doing to delegating: Knowledge workers and the adoption of intelligent agent technology. *Proceedings of SSGRR 2001: International conference on advances in infrastructure for electronic business, science, and education on the internet.* 101, pp. 1-12.

Galen, L. W., Henderson, M. J., & Coovert, M. D. (2001). Alcohol expectancies and motives in a substance abuse treatment sample. *Drug and Alcohol Dependence, 62*, 205-214.

Miles, D. E., Gordon, T. R., Coovert, M. D., Riddle, D., & Ho, P. (2001). Measurement and feedback strategies for distributed team training using the Internet (pp. 387-389). *Proceedings of the Human Factors Society*. Santa Monica, CA.

Coovert, M. D., & Craiger, J. P. (2000). An expert system for integrating multiple fit indices for structural equation models. *New Review of Applied Expert Systems and Emerging Technologies, 6*, 39-56.

Coovert, M. D., Riddle, D., Elliott, L. R., & Schiflett, S. G. (2000). Using rough sets to determine construct importance in a dynamic HCI environment. *Proceedings of CHI 2000* (pp. 147-148). New York: ACM Press.

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Albrecht, T. L., Blanchard, C., Ruckdeschel, J. C., Coovert, M. D., & Strongbow, R. (1999). Strategic physician communication and oncology clinical trials. *Journal of Clinical Oncology. 17*, 3324-3332

Thompson, J. K., Coovert, M. D., & Stormer, S. (1999). Body image, social comparison, and eating disturbance: A covariance structure modeling investigation. *International Journal of Eating Disorders, 26*, 43-51.

Coovert, M. D., & Craiger, J. P., Teachout, M. S. (1997). Effectiveness of the direct product versus confirmatory factor model for reflecting the structure of multimethod-multirater job performance data. *Journal of Applied Psychology, 82*, 271-280.

Foster, L. L., & Coovert, M. D. (1997). TIPical trends: An examination of the evolution of TIP. *The Industrial-Organizational Psychologist, 34*, 97-107.

Craiger, J. P., Coovert, M. D., & Teachout, M. S. (June, 1995). Fuzzy neural models in industrial psychology research. *Proceedings of the World Congress on Neural Networks, Vol. II*, 617-620.

Thompson, J. K., Coovert, M. D., Richards, K. J., & Johnson, S. (1995). The development of body image and eating disturbance: A study of ten to fifteen year old females using covariance structure modeling. *International Journal of Eating Disorders, 18*, 221-236.

Coovert, M. D., & Dorsey, D. (1994). Simulating Individual and Team Expertise in a Dynamic Decision Making Environment. A. Verbraeck, H. G. Sol, and P. W. G. Bots (Eds.), *Proceedings of the Fourth International Working Conference on Dynamic Modeling and Information Systems* (pp. 187-204). Noordwijkerhout, The Netherlands: Delft University Press.

Craiger, J. P., & Coovert, M. D. (1994). Modeling dynamic social and psychological processes with fuzzy cognitive maps. *Proceedings of the IEEE International World Congress on Computational Intelligence* (1873-1877). New York: IEEE Press.

Craiger, J. P., & Coovert, M. D. (1994). A fuzzy system for mapping worker attributes to tasks. *Behavior Research Methods, Instruments, and Computers, 26*, 107-111.

Craiger, J. P., & Coovert, M. D. (1994). Causal structure, model inference, and Fuzzy cognitive maps: Help for the behavioral scientist. *International Neural Network Society*, San Diego, CA.

Henderson, M. J., Goldman, M., Coovert, M. D., & Carnevalla, K. (1994). Covariance structure models of expectancy. *Journal of Studies on Alcohol, 55*, 315-326.

Takalkar, P., & Coovert, M. D. (1994). The dimensionality of job satisfaction in India. *Applied Psychology: An International Review, 43*, 415-426.

Coovert, M. D. (1993). Effects of Schematic Organization on Job Task Ratings. *Psychological Reports, 73*, 445-446.

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Non-Refereed

Coovert, M.D., Martin, J., Kim, F., Bennett, W. Jr., & Rose, M. (2018, October). Serious games and multivariate statistics: Coming together to answer challenging questions. In D. Bandalos (Ed.), *Society of Multivariate Experimental Psychology, 2018 Program for the 58th Annual Meeting*. (p. 23). Albuquerque, NM.

Coovert, M. D. (1990). [Review of New Technology and Human Error]. *Personnel Psychology, 42*, 652-654.

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PROFESSIONAL PRESENTATIONS

Invited Presentations (38)

Panel presenter (2022, August). *Looking ahead at the cybersecurity workforce at the Federal Aviation Administration: Post congressional briefing questions*. National Academies of Science, Engineering, and Medicine. Washington, DC.

Panel presenter (2021, June). *Looking ahead at the cybersecurity workforce at the Federal Aviation Administration*. National Academies of Science, Engineering, and Medicine. Washington, DC.

Coovert, M.D. (2020, August). *Identifying Variables Within a Bayesian Framework for Classifying Individuals into Low-High Trust and Performance Groups.* Air Force Office of Scientific Research, Dayton, OH.

Coovert, M.D., Wiernik, B., Marquis, H., & Martin, J. (2020, August). *Cyber II: Virous Slayer serious game.* Department of Defense Manpower Accession Policy Working Group. Air Force Research Laboratory (various locations), Dayton, OH.

Coovert, M.D., Martin, J., Howard, D.J., Kim, F., Dreibelbis, R., Arbogast, M.S., & Potter, S. (2019, January). *Use of technology-enhanced work simulations for cyber assessment*. Air Force Research Laboratory, 711th Human Performance Wing, Wright-Patterson Airforce Base, Dayton, OH.

Coovert, M.D. (2018, July). *Cyber research at the University of South Florida's Psychology and Technology Lab*. George Mason University. Fairfax, VA.

Coovert, M.D., & Kim, F. (2018, August). *Building bridges through collaborative research.* United States Air Force Academy. Colorado Springs, CO.

Coovert, M.D., & Kim, F. (2018, June). *AFOSR summer research: Serious games in trust research.* United States Air Force Academy. Colorado Springs, CO.

Coovert, M. D. (2015, October). *Decreasing stress in virtual team: Modeling the bivariate relationship between trust and effectiveness.* Keynote address: First International Summit of Occupational Health Psychology, Wuhan University, Wuhan China.

Coovert, M. D. (2015, October). The role and importance of human factors in developing nations. Wuhan University, Wuhan China.

Coovert, M. D. (2015, August). The relationship between trust and effectiveness in virtual teams: A latent growth and latent change assessment. Air Force Office of Scientific Research, Dayton, OH.

Coovert, M. D., Fletcher, D., Garrity, M., & Sullivan, J. (2013, May). Synthetic task environments: Opportunities and Challenges. In W. Bennett (Moderator), *Plenary Practitioner Panel*. 17th International Symposium on Aviation Psychology. Dayton, Ohio.

Coovert, M. D. (2013, February). *Quantifying the latent trust for individuals in distributed groups*. Old Dominion University, Norfolk, VA.

Coovert, M. D. (2012, October). *Toward Understanding Human Performance in Complex Systems*. Alumni of the Year Address for Lifetime Career Contributions: Illinois State University Department of Psychology, Normal, IL.

Coovert, M. D. (2012, February). *Human Performance in Complex Technological Systems*. University of Dayton, Dayton, OH.

Coovert, M. D. (2009, January). *Lessons from twenty years of simulation and testing*. DDD Workshop: Air Force Research Laboratory/Aptima, Woburn, MA.

Coovert, M. D. (2009, February). *Information processing augmented via tactile modalities*. Workshop on Future Tactile Displays. Army Research Laboratory, Aberdeen Proving Grounds, Maryland.

Coovert, M. D. (2009, March). Understanding the Human Dimension in an Era of Persistent Volatility. In J. Merlo (Chair), *Engineering Psychology*. West Point Global Leadership Conference, West Point, NY.

Coovert, M. D. (2009, March). Developing leaders through technology. In I. Smith & J. Merlo (Chairs), *An interdisciplinary approach to the human dimension*. West Point Global Leadership Conference, West Point, NY.

Coovert, M.D., Prewett**,** M. S. (2008, October). *Multimodal research: Findings, methods, and research opportunities.* Human Effectiveness Research Directorate, Army Research Laboratory, Aberdeen Proving Grounds, Maryland.

Coovert, M. D. (2007, September). *Assessing Theory and Behavior in Continuous Learning and Collaborative Distributed Environments: Three Promising Methods*. USAF Air Force Research Laboratory / Human Effectiveness Directorate, Mesa, AZ.

Coovert, M. D., Gray, A. A., Elliott, L. R., & Redden, E. S. (2007, July). *Development of a framework for multimodal research: Creation of a bibliographic database*. (*Technical Report ARL-TR-4068).* Army Research Laboratory, Aberdeen Proving Ground, MD.

Coovert, M. D. (2008, October). *Examination of the multimodal and human-robotic literatures: Findings, products, and research opportunities*. US Army Human Effectiveness Directorate, Aberdeen Proving Grounds, MD.

Coovert, M. D. (2007, September). *Assessing theory and behavior in continuous learning and collaborative distributed environments: Three promising methods*. Air Force Research Laboratory's Human Effectiveness Directorate. Mesa, AZ.

Coovert, M. D., Burke, J. L., Gray, A., & Stilson, F., R. (2006, June). *A meta analysis of multimodal research.* Ft. Benning, GA

Coovert, M. D., Gray, A., & Klein, R. (2005, October). *An integration of multimodal research.* Ft. Benning, GA.

Coovert, M. D., Riddle, D., Gordon, T., Miles, D. E., Hoffman, K. A., & King, T. S. (2001, February). *Validation of intelligent agent training platforms for AWACS weapons directors*. Brooks AFB, TX.

Coovert, M. D., Riddle, D., Gordon, T., Miles, D. E., Hoffman, K. A., & King, T. S. (2001, May). *Two findings from Tinker: WD knowledge structuring and a model of agent trust.* Air Force Distributed Mission Training Research Network Meeting, Brooks AFB, TX.

Coovert, M. D. (2001, October). *Measurement models and techniques for examining team effectiveness in synthetic task environments*. New Mexico State University, Las Cruces, NM.

Coovert, M. D. (2001, October). *Results from Tinker: WD knowledge structuring and a model of agent trust*. Air Force Office of Scientific Research Forum on Team Performance Research. Fairfax, VA.

Coovert, M. D. (2000, February). *Modeling team performance*. East Carolina University. Greenville, NC.

Coovert, M. D., Riddle, D., Gordon, T., Foster, L. L., Miles, D., Hoffman, K., & King, T. (2000, March). *Scientific approach: Measurement models and techniques for Internet 2 and enabling real-time collaboration*. Air Force Research Laboratory. San Antonio, TX.

Coovert, M. D., & Riddle, D. (2000, July). *So what do I do when none of my predictor variables correlate with performance?* 2000 Nuclear Power Industry Conference on Human Performance, Root Cause, and Trending, Philadelphia, PA.

Coovert, M. D., Riddle, D., Gordon, T., Foster, L. L., Miles, D., Hoffman, K., & King, T. (1999, December). *Defining a cognitive/behavioral model of operator actions, and identifying the relative importance of variables related to team effectiveness*. Air Force Research Laboratory. San Antonio, TX.

Coovert, M. D., Foster, L. L., Gordon, T., & Riddle, D. (1999, January). *Modeling individual and team performance: Projects for the Air Force and Navy.* SPAWAR/JTOC Applied Technical Conference. Tampa, FL.

Coovert, M. D. (1992, July). *Requirements of a team performance measurement system*. United States Air Force Armstrong Laboratory's Visiting Scholar Colloquium Series. San Antonio, TX.

Coovert, M. D. (1991, January). *Modeling team functioning for team performance measures*. Conference on Team Decision Making in Organizations. University of Maryland at College Park. College Park, MD.

Coovert, M. D. (1989, April). *Technological impact: Studies in human-computer interaction and the impact of technology on organizations*. University of California at Berkeley. Berkeley, CA.

Professional Conference Presentations

Refereed (176)

Martin Kowal, J., Wiernik, B., Carretta, T., Deregla, A., Paloma, M., & Coovert, M. D. (2023, April). A Serious Gaming Approach for Cyber Aptitude Assessment. In D. Grella and M.W. Bennett (Chairs), *New Frontiers: Innovation in Modern Assessment* [Symposium]. Society for Industrial and Organizational Psychology, Boston, MA.

Carretta, T. R., Johnson, J., Martin-Kowal, J., Wiernik, B., Coovert, M. D. (2022, June). *Update on Determining the Utility of Serious Games for Cyber Aptitude Assessment*. Annual meeting of the Department of Defense Human Factors Engineering Technical Advisory Group (DOD HFE TAG).

Martin-Kowal, J., Wiernik, B.M., Carretta, T.R., Johnson, J., & Coovert, M.D. (2021, June). *Determining the utility of serious games for cyber aptitude assessment*. Annual meeting of the Department of Defense Human Factors Engineering Technical Advisory Group (DOD HFE TAG).

Coovert, M.D., Martin, J., Kim, F., Bennett, W. Jr., & Rose, M. (2018, October). *Serious games and multivariate statistics: Coming together to answer challenging questions*. Society of Multivariate Experimental Psychology, 2018 Program for the 58th Annual Meeting. Albuquerque, NM.

Dreibelbis, R.C., & Coovert, M.D. (2018, July). *Cybersecurity behaviors relate to citizenship and counterproductive work*. Annual meeting of the American Psychological Society. San Francisco.

Dreibelbis, R.C., & Coovert, M.D. (2018, July). *Personality factors predictive of end user cybersecurity behaviors at work.* Annual meeting of the American Psychological Society. San Francisco.

Johnson, K.S., & Coovert, M.D. (2018, July). *Better Safe than Sorry: The Relationship Between Locus of Control, Perception of Risk, and Cyber Misbehavior*. Annual meeting of the American Psychological Society. San Francisco.

Martin, J., Dubé, C., & Coovert, M.D. (2018, July). *Something Looks Phishy Here: Applications of Signal Detection Theory to Cyber-Security Behaviors in the Workplace*. Annual meeting of the American Psychological Society. San Francisco.

Howard, D. J., Winner, J., Bennett, W. R., & Coovert, M. D. (2016, October). *Employing serious games to measure team effectiveness*. Southern Management Association. Charlotte, NC.

Howard, D. J., Coovert, M. D., Bennett, W. R., & Winner, J. (2016, May). *Measuring team effectiveness and trust with serious games*. Annual meeting of Association for Psychological Science, Chicago, IL.

Johnson, K., Pavlova Miller, E. E., Bennett, W. R., & Coovert, M. D. (2016, May). *Satisfaction in virtual teams: An outcome and facilitator of trust.* Annual meeting of Association for Psychological Science, Chicago, IL.

Dreibelbis, R. C., Pavlova Miller, E. E., Bennett, W. R., & Coovert, M. D. (2016, May). *Trust Development Influences Performance in Virtual Teams.* Annual Meeting of Association for Psychological Science, Chicago, IL.

Askew, K. L., Bauer, J., & Coovert, M. D. (2016, April). *Do haptic cues increase performance on spatial tasks?* Society for Industrial and Organizational Psychology, Anaheim, CA.

Coovert, M. D., Pavlova Miller, E. E., Bennett, W. R., & Martin, J. (2016, April). *Development of trust in virtual teams through latent growth modeling.* Society for Industrial and Organizational Psychology, Anaheim, CA.

Ducey, A., McCane, A.S., Pulilo, C.L., Gubby, R.E., & Coovert, M.D. (2015, April). *The generalizability of biographical data: A multinational study.* Society for Industrial and Organizational Psychology, Philadelphia, PA.

Askew, K., Buckner, J., Ilie, A., Ispas, D., Bauer, J., & Coovert, M. D. (May, 2014). *Cyberloafing and the TPB: Testing alternative TPB models*. Society for Industrial and Organizational Psychology, Honolulu, HI.

DePalma, K., McHale, J., GaskinButler, V., & Coovert, M. D. (2014, March). *Directions of effects of prenatal coparenting intervention for fragile families*. Annual Meeting of the Southeastern Psychological Association. Nashville, TN.

Gaskin-Buttler, V., Little, T., McHale, J., Coovert, M. D., & Machacek, M. (2014, March). *Can paraprofessionals deliver prenatal coparenting intervention with implementation fidelity?* Annual Meeting of the Southeastern Psychological Association. Nashville, TN.

Grichanik, M., Coovert, M. D., & Bennett, W. (2014, May). The effects of collaborative critical thinking training on monitoring, trust development, and effectiveness in virtual teams. In M. Prewett (Chair), *Strategies for improving virtual team processes and emergent states.* Society for Industrial and Organizational Psychology, Honolulu, HI.

Howard, D., Coovert, S. A., Nelson, R. E., & Coovert, M. D. (2014, April). *Tablet Computing: The Right Size for Medical Education*. Human Factors and Applied Psychology, Daytona, FL.

Coovert, M. D., Pavloa Miller, E. E., Bennett, W., Arvan, M., & Coovert, D. (2013, December). *A quantitative assessment of the impact of team effectiveness on changes in individual trust*. Interservice/Industry Training, Simulation and Education Conference (1/ITSEC) 2013. Orlando, FL.

Ducey, A., Coovert, M. D., Coovert, S. A., & Nelson, R. (2013, February). *Predicting pediatrician tablet computer use: An extended technology acceptance model*. Poster presented at USF Health Research Day 2013. Tampa, FL.

Lee, T., Coovert, M. D., Sun, Y., & Shindev, I. (April, 2013). *Robots in the workplace: Communication with visual projection*. Society for Industrial and Organizational Psychology. Houston, TX.

Lineberry, M., & Coovert, M. D. (2013, May). *Typical expatriate adjustment measures do not capture important differences in acculturation strategies*. Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.

Pavlova, E. E., Coovert, M. D., & Bennett, W. (2013, May). Quantifying and modeling the latent growth trajectory of trust. In M.D. Coovert (Chair), *Searching for Synergy: Trust in Human Technology Systems*. International Symposium on Aviation Psychology, Dayton, OH.

Pavlova, E. E., Coovert, M. D., & Bennett, W. (2013, May). *The reciprocal relationship between trust and effectiveness in computer-mediated teams.* Poster for presentation at the annual meeting of the Association for Psychological Science, Washington, DC.

Pavlova, E. E., Coovert, M. D., & Bennett, W. (2013, July). *Do you trust me? The development of early trust in virtual environments*. Poster presented at the annual meeting of the American Psychological Association, Honolulu, HI.

Pavlova, E. E., Coovert, M. D., & Bennett, W. (2012, October). *Trust development in computer-mediated teams: A latent change score model*. Paper presented at the annual meeting of the Society for Multivariate Experimental Psychology, Vancouver, Canada.

Askew, K.L., Coovert, M.D., Taing, M.U., Ilie, A., & Bauer, J. (2012, April). *Work environment factors and cyberloafing: A follow-up to Askew*. Society for Industrial & Organizational Psychology. San Diego, CA.

Grichanik, M., Ducey, A., Coovert, M., Coovert, S. & Nelson, R. (2012, April). A *validation study of tablet use in a medical setting.* Society for Industrial & Organizational Psychology. San Diego, CA.

Pavlova, E., Coovert, M. D., & Bennett, W. (2012, April). *Trust development in computer-mediated teams*. Society for Industrial & Organizational Psychology. San Diego, CA.

Coovert, S., Ducey, A., Grichanik, M., Coovert, M., & Nelson, R. (2012, February). *Hey Doc, Is that your stethoscope? Increasing Engagement in Medical Education and Training with iPads*. Computer-Supported Cooperative Work. Seattle, WA.

Shindev, I., Sun, Y., Coovert, M.D., Pavlova, J., & Lee, T. (2012, March). *Exploration of intention expression for robots*. Seventh Annual ACM/IEEE International Conference on Human-Robot Interaction, Boston, MA.

Coovert, M., Nelson, R., & Coovert, S. (2011, October). *Assessing engagement in medical education and training*. Society for Multivariate Experimental Psychology, Norman, OK.

Ducey, A., Grichanik, M., Coovert, M., Coovert, S., & Nelson, R. (2011, October). *Tablet computers: A new prescription for medicine?* AMA-IEEE Medical Technology Conference, Boston, MA.

Askew, K. L., Coovert, M. D., Vandello, J. A., Taing, M. U., & Bauer, J. A. (2011, May). *Work environment factors predict cyberloafing*. Association for Psychological Science, Washington: DC.

Coovert, M. D., & Elliott, L. (2009, April). *Robot operator specifications derived from the occupational information network*. International Symposium on Aviation Psychology, Dayton, OH.

Elliott, L.R., Redden, E.S., & Coovert, M.D. (2009, July) Overview of Meta-Analyses and Experiments Investigating Tactile Options for US Army Soldiers. In S. Yamamoto and M. G. Kwok (Chairs), *Development of Tactile & Haptic Interaction*. International Conference on Human Computer Interaction, San Diego, CA.

Johnson, R. C., Saboe, K. N., Prewett, M. S., Coovert, M. D., & Elliott, L. R. (2009, October). *Autonomy and automation reliability in human-robot interactions: A qualitative review*. Human Factors and Ergonomics Society, San Antonio, TX.

Prewett, M. S., Saboe, K. N., Johnson, R. C., Coovert, M. D., & Elliott, L. R. (2009, October). *Workload in human-robot interaction: A review of manipulations and outcomes*. Human Factors and Ergonomics Society, San Antonio, TX.

Yagoda, R., & Coovert, M. D. (2009, October). *Modeling human-robot interaction with Petri-nets*. Human Factors and Ergonomics Society, San Antonio, TX.

Rossi, M., & Coovert, M.D. (2009, April). *The Development and Validation of the Comprehensive Team Interdependence Scale*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Prewett, M., Gray, A., Taylor, A., & Coovert, M. D. (2008, April). Predicting virtual team processes: Team personality composition and external feedback. In S. Mohammed, L. Martins, and K. Hamilton (Chairs). *Virtual teams: Cutting edge research developments.* Society of Industrial and Organizational Psychology, San Francisco, CA.

Prewett, M. S., Walvoord, A. A., Taylor, A., & Coovert, M.D. (April, 2008). Predicting virtual team processes: Team personality composition and feedback sign. In S. Mohammed (Chair) *Virtual teams: Cutting-edge research developments*. Society for Industrial and Organizational Psychology, San Francisco, CA.

Yagoda, R. E., Coovert, M. D., Borman, W., Burke, J., Gordon, T., Murphy, R. (April 2008). *Development of a Modeling Approach to Human-Robot Interaction.* Society for Industrial and Organization Psychology, San Francisco, CA.

Yagoda, R. E., Coovert, M. D., Borman, W., Burke, J., Gordon, T., & Murphy, R. (April 2007). *Development of a Modeling Approach to Human-Robot Interaction*. Student Conference on Human Factors and Applied Psychology, Daytona Beach, FL.

Burke, J. L., Prewett, M., Gray, A., Yang, L., Stilson, F. R. L., Redden, E., Elliott, L. R., & Coovert, M. D. (2006, November). *Comparing the effects of visual-auditory and visual-tactile feedback on user performance: A meta-analysis*. The International Conference on Multimodal Interfaces, Banff, Canada.

Prewett, M., Gray, A., Burke, J. L., Yang, L., Stilson, F. R. L., Elliott, L. R., Redden, E., & Coovert, M. D. (2006, November). *The benefits of multimodal information: A meta-analysis comparing visual and visual-tactile feedback.* The International Conference on Multimodal Interfaces, Banff, Canada.

Coovert, M. D., Gray, A., Elliott, L. R., & Redden, E. (2006, October). Mining the literature: Development of principles to guide multimodal research and development. In L. van Breda (Chair), *Human factors of uninhabited military vehicles as force multipliers*. North Atlantic Treaty Organization, Research & Technology Organization, Biarritz, France.

Coovert, M. D. (2006, October). Say partner, can you pass the screwdriver? In J. L. Burke (Moderator), *Human-robot factors: Robots in the workplace*. Panel discussion at the Annual Meeting of the Human Factors and Ergonomics Society, San Francisco, CA.

Coovert, M. D., Gray, A. A., Tolentino, A., Jagusztyn, N., Stilson, F. R. B., Klein, R. H., Willis, T. J., Rossi, M., & Jackson, E. (2006, October). Guiding principles for tactile technology: Implications from theory to empirical findings. In L. R. Elliott & R. D. Gilson, (Chairs), *In touch*. Symposium at the Annual Meeting of the Human Factors Society and Ergonomics Society, San Francisco, CA.

Klein, R. H., Gray, A. A., Prewett, M.S., Willis, T. J., Stilson, F. R. B., Freeman, J., Hess, K. P., & Coovert, M. D. (2006, April). *Virtual Teams: The Application of Critical Thinking Interventions*. Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas TX.

Prewett, M.S., Willis, T. J., Brunner, S., Gray, A. A., Klein, R. H., Stilson, F. R. B., Jagusztyn, N., Hess, K., & Coovert, M. D. (2006, April). *Personality Antecedents to Virtual Team Member Performance*. Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas TX.

Coovert, M. D., Gray, A. A., Klein, R. H., Stilson, F. R. B., Tolentino, A. L., Willis, T. J., Elliott, L. R., & Redden, E. S. (2006, May). *Improving employee overload: A multimodal display framework*. Poster presented at the Association for Psychological Science, New York.

Prewett, M. S., Stilson, F. R. B., Willis, T. J., Jagusztyn, N., Lineberry, M., Tuttle, M. D., & Coovert, M. D. (2006, May). *Team process: Its consistency and its relationship to team performance*. Poster presented at the Association for Psychological Science, New York.

Stilson, F. R. B., & Coovert, M. D. (2006, May). *Does agreeableness help a team perform a problem solving task?* Poster presented at the Association for Psychological Science, New York.

Coovert, M. D., & Gray, A. A. (2006, January). *Development of a framework for multimodal research and applications*. Meeting of the North Atlantic Treaty Organization RTO HFM TG-122, Breckenridge, CO.

Gray, A. A., Prewett, M.S., Willis, T. J., Stilson, F. R., Hess, K. (2005). *Critical Thinking and team Performance: Training Affective Dispositions and Cognitive Skills*. Hot Topic presented at the 17th Annual Convention for the American Psychological Society.

Prewett, M.S., Gray, A. A., Willis, T. J., Klein, R. H., Freeman, J. (2005, May). *Critical Thinking Training on a Collaborative Computer Simulated Task*. Poster presented at the 17th Annual Convention for the American Psychological Society.

Burke, J.L., Murphy, R.R., Rogers, E., Riley, J., and Foster Thompson, L.L. (2005, April). *Robots in the workplace: What lies ahead?* Panel (J.L. Burke and M. D. Coovert, Chairs) presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Coovert, M. D., Freeman, J., Hess, K., Willis, T., Gray, A., Stilson, F. R., Prewett, M., & Klein, R. (2005, October). *Factors influencing collaborative critical thinking in teams*. Society for Multivariate Experimental Psychology, Lake Tahoe, CA.

Coovert, M. D., Riddle, D. L. & Elliott, L. R. (2003, April). *Assessment of physical and psychological fidelity via rough set theory*. Society of Industrial and Organizational Psychology Conference, Orlando, Florida.

Elliott, L. R., Coovert, M. D., Barnes, C. (2003, June) *Modeling performance in C4ISR sustained operations: A multilevel approach.* 8th International Command and Control Research and Technology Symposium, Washington, D. C.

Elliott, L. R., Dalrymple, M. A., Barnes, C., Miller, J. C., & Coovert, M. D. (2003, April). *Communication and coordination in multi-operator mission performance over time: Effects of sleep deprivation on verbal and written communications*. Society for Industrial and Organizational Psychology, Orlando, FL.

Freeman, J., Hess, K., Spitz, G., Garrity, M. J., Lintern, G., Coovert, M. D., Gordon, T. G., Read, J., Riddle, Willis, T., (2003, June). *Collaborative Critical Thinking*. 8th International Command and Control Research and Technology Symposium, Washington, DC.

Ferguson, N. E., Riddle, D. L., Albrecht, T. L., & Coovert, M. D., (2003, May). *Analysis of reactivity and habituation in videotaped patient-doctor interactions.* 15th Annual meeting of the American Psychological Society, Atlanta, GA.

Gordon, T.R., Miles, D., Riddle, D. L., & Coovert, M. D. (2003, April). *Measurement and feedback strategies: Distributed team training over the internet.* 18th Annual Society of Industrial and Organizational Psychology Conference, Orlando, Florida.

King, T. S., Thompson, L. F., & Coovert, M. D. (2003, April). Intelligent agents in I-O practice: An empirical investigation of attitudes and intentions towards agent use. In J. M. Stanton and F. L. Oswald (co-chairs). *Research innovations in technology-enhanced employment processes.* Society for Industrial and Organizational Psychology, Orlando, Florida.

Elliott, L. R., Coovert, M. D., Barnes, C. (2003, June). *Modeling performance in C4ISR sustained operations: A multilevel approach.* 8th International Command and Control Research and Technology Symposium, Washington, D. C.

Freeman, J., Hess, K. P., Spitz, G., Garrity, M. J., Lintern, G., Coovert, M. D., Gordon, T. G., Read, J., Riddle, D., & Willis, T. (2003, June). *Collaborative critical thinking*. 8th International Command and Control Research and Technology Symposium, Washington, D. C.

Ferguson, N. E., Riddle, D. L., Albrecht, T. L., & Coovert, M. D., (2003, May). *Analysis of reactivity and habituation in videotaped patient-doctor interactions*. 15th Annual meeting of the American Psychological, Society, Atlanta, GA.

Coovert, M. D., Riddle, D. L. & Elliott, L. R. (2003, April). *Assessment of physical and psychological fidelity via rough set theory*. Society for Industrial and Organizational Psychology Conference, Orlando, Florida

Elliott, L. R., Dalrymple, M. A., Barnes, C., Miller, J. C., & Coovert, M. D. (2003, April). *Communication and coordination in multi-operator mission performance over time: Effects of sleep deprivation on verbal and written communications*. Society for Industrial and Organizational Psychology, Orlando, FL.

Gordon, T.R., Miles, D., Riddle, D. L., & Coovert, M. D. (2003, April). *Measurement and feedback strategies: Distributed team training over the internet*. Society for Industrial and Organizational Psychology, Orlando, Florida.

King, T. S., Thompson, L. F., & Coovert, M. D. (2003, April). Intelligent agents in I-O practice: An empirical investigation of attitudes and intentions towards agent use. In J. M. Stanton and F. L. Oswald (co-chairs). *Research innovations in technology-enhanced employment processes*. Society for Industrial and Organizational Psychology, Orlando, Florida.

Riddle, D. L., Albrecht, T. L., Coovert, M. D., Ruckdeschel, J. C., Penner, L. A., Quinn, G., Blanchard, C.E. (2003, March). *A Multilevel perspective of interaction analysis*. 24th Annual Society for Behavioral Medicine, Salt Lake City, Utah.

Coovert, M. D., Riddle, D. L., Albrecht, T. L., Ruckdeschel, J. C. & Penner, L. A. (2002, October). *Guided versus global ratings of doctor-patient interactions*. Society for Multivariate Experimental Psychology, Virginia.

Riddle, D. L., Albrecht, T. L., Coovert, M. D., Penner, L. A., Quinn, G., Ruckdeschel, J. C., Blanchard, C.E. (2002, August). *Observer Video Pro-based coding: Empirical evidence of value added*. Presented at the 4th International Conference on Methods and Techniques in Behavioral Research, Amsterdam, The Netherlands

Riddle, D. L., Albrecht, T. L., Coovert, M. D. & Penner, L. A., Quinn, G., Blanchard, C.E., Ruckdeschel, J. C., & Urbizu, D. (2002, April). *Video- versus audio-based assessments of patient-physician communication*. Presented at the Society for Behavioral Medicine, Washington, D.C.

Riddle, D. L., Albrecht, T. L., Coovert, M. D. & Penner, L. A. (2002, February). *Can the patient-physician relationship increase representation of minorities and the elderly in clinical trials?* Poster presented at the 8th Biennial Intercultural Cancer Council Symposium, Washing, D.C.

Miles, D. E., Gordon, T. R., Coovert, M. D., Riddle, D., & Ho, P. (2001, October). *Measurement and feedback strategies for distributed team training using the Internet.* Human Factors and Ergonomics Society, Minneapolis, MN.

Coovert, M. D., Albrecht, T. L., Riddle, D. L., Ruckdeschel, J., Penner, L. A., Quinn, G. (2001, September). *A model of patient-physician communication*. Society of Multivariate Experimental Psychology, Monterey, CA.

Coovert, M. D., & Foster Thompson, L. L. (2001, August). *From doing to delegating: Knowledge workers and the adoption of intelligent agent technology*. SSGRR 2001 International conference on advances in infrastructure for electronic business, science, and education on the Internet, L'Aquila Italy.

Coovert, M. D., Riddle, D. L., Gordon, T., Miles, D., Hoffman, K., King V, T., Elliott, L., Dalrymple, M., Schiflett, S. G., & Chaiken, S. (2001, June). *Issues related to experience & automated agent technology in synthetic task performance*. Sixth International Command & Control research and Technology Symposium, Annapolis, MD

Chaiken, S., Elliott, L. R., Dalrymple, M., Coovert, M. D., Riddle, D., Gordon, T. Hoffman, K., R., Miles, D. E., King V, T. S., & Schiflett, S. G. (2001, June). *Weapons director intelligent agent assist task: Procedures and findings for a validation task.* Sixth International Command & Control research and Technology Symposium, Annapolis, MD

Gordon, T., Coovert, M. D., Riddle, D. L., Miles, D., Hoffman, K., King V, T., Elliott, L., Schiflett, S. G., & Chaiken, S. (2001, June). *Classifying C^2 decision making jobs using cognitive task analysis and verbal protocol analysis.* Sixth International Command & Control research and Technology Symposium, Annapolis, MD

Gordon, T., Coovert, M. D., Miles, D. E., Riddle, D., Elliott, L., & Schiflett, S. G. (2001, June). *Classifying jobs: Integrating cognitive task analysis and verbal protocol analysis.* American Psychological Association, Toronto, CA.

Coovert, M. D. (Chair), Brown, K., Chen, G., Webber, S., & Rogelberg, S. (2001, April). *Surveys in cyberspace: The bits and bytes.* Society for Industrial and Organizational Psychology, San Diego, CA.

Hoffman, K. H., & Coovert, M. D. (2001, April). *Factors influencing the acceptance of intelligent software agents as team members.* Society for Industrial and Organizational Psychology, San Diego, CA.

Markowitz, A., Coovert, M. D., Ennis, R. L., Foster, L. L., McDaniel, M. A., & Nichols, V. (2001, April). *Taking the human out of HR management: Evaluating information technology*. Society for Industrial and Organizational Psychology, San Diego, CA.

Coovert, M. D., Riddle, D., Elliott, L., & Schiflett, S. (2000, April). *Using rough sets to determine construct importance in a dynamic HCI environment*. CHI 2000 Conference on human factors in computing systems. The Hague, The Netherlands.

Foster, L. L., & Coovert, M. D., (2000, April). *"Intelligent" Team Decision Making.* . CHI 2000 Conference on human factors in computing systems. The Hague, The Netherlands.

Gordon, T. R., Riddle, D., Hoffman, K. A., Miles, D. E., King, T. S., Coovert, M. D., Foster, L. L., Elliott, S. (2000, April). *Team performance: Integrative dynamic models linking cognitive and behavioral components.* Society for Industrial and Organizational Psychology, New Orleans, LA.

Miles, D. E., Hoffman, K. A., Foster, L. L., King, T. S., Gordon, T. R., Riddle, D., Elliott, L. R., & Schiflett, S. (2000, April). *A qualitative methodology for integrating cognitive task analyses data*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Riddle, D. L., Coovert, M. D., Elliott, L., & Schiflett (2000, April). *Exploiting the data!: A rough set approach*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Foster, L. L., & Coovert, M. D. (2000, April). *Email @ Work: The Effects of Computer-mediated communication on team collaboration*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Coovert, M. D., Riddle, D., Elliott, L., Schiflett, S., Gordon, T., Miles, D., King, T., Hoffman, K., Foster, L. L. (2000, May). *Measurement issues in synthetic task environments: Tradeoffs in level of fidelity, purpose, and methodological tools*. The Fifth Annual Conference on Naturalistic Decision Making, Stockholm, Sweden.

Coovert, M. D. (2000, July). *Introductory address for: Robert Hogan, Personality and Organizational Behavior*. American Psychological Society, Miami Beach, FL.

Miles, D. E., & Coovert, M. D. (2000, July). Impression formation in the work environment: Negativity effect at work? In G. D. Reeder, (Chair). *Person perception at work and play: Integrating the good, the bad, and the ambiguous*. American Psychological Society, Miami Beach, FL.

Albrecht, T., Blanchard, C., Ruckdeschel, J. C., & Coovert, M. D. (2000, October). *The mediating role of communication in cancer treatment decision making*. Conference on Communication in the Management of Health and Illness, Urbana, IL.

Coovert, M. D., Riddle, D., Elliott, L., & Schiflett, S. (2000, October). *Variables associated with the use of intelligent software agents*. Society of Multivariate Experimental Psychology, Saratoga Springs, NY.

Coovert, M. D., Foster, L. L., Craiger, J. P., Weiss, R. J. (1999, April). *The future organization: Telework, intelligent agent and nomadic computing.* Society for Industrial and Organizational Psychology, New Orleans, LA.

Coovert, M. D. (1999, April). Cyber Systems. Discussant comments in J. P. Craiger (Chair), *Human-Computer Communication Systems: Research and Applications.* Society for Industrial and Organizational Psychology, New Orleans, LA.

Coovert, M. D. (1999, April). Student and faculty perceptions toward student appraisal at USF. Panelist comments in M. S. O'Connor, L. L. Foster, & M. D. Hakel (Co-Chairs), *The shoemaker's son: A look at graduate student performance appraisal*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Dobbins, A. M., & Coovert, M. D., (1999, April). *Technology changing communication options: Modeling perceptions and choice*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Foster, L. L., & Coovert, M. D., (1999, April). *A computer-mediated assessment of the stepladder technique.* Society for Industrial and Organizational Psychology, New Orleans, LA.

Coovert, M. D., & Foster, L. L. (1999, June). *Future Work.* American Psychological Society, Denver, CO.

Coovert, M. D., & Riddle, D. (1999, June). *Predicting WD Team Performance from Job Experience and Team Process: Preliminary Findings from Rough Sets*. Scaled Worlds '99, Athens, GA.

Coovert, M. D., Riddle, D., Foster, L. L., Gordon, T., Hoffman, K., Miles, D., King, T., Elliott, L., & Schiflett, S. (1999, August). Measurement in Synthetic Task Environments for Teams: Individual Characteristics and Team Process versus Cognitive Modeling. In M. D. McNeese (Chair), *Beliefs/Emotions in adaptive interface design*. HCI International '99: the 8th International Conference on Human-Computer Interaction, Munich, Germany

Coovert, M. D., Riddle, D., Elliott, L., & Shiflett, S., (1999, October). *Identifying the Relative Importance of Variables Related to Team Effectiveness.* Society for Multivariate Experimental Psychology, Riverside, CA.

Coovert, M. D., & Dobbins, A. (1998, April). *Uncovering Job Classification Decisions*. In G. Carter (Chair). Grouping jobs: Technical approaches and practical advice. Society for Industrial and Organizational Psychology, Dallas, TX.

Coovert, M. D., Craiger, J. P., & Dorsey, D. D. (1998, April). *An Expert System for Integrating Multiple CSM Fit Indices.* Society for Industrial and Organizational Psychology, Dallas, TX.

Church, A., & Coovert, M. D. (1998, April). *Meet the TIP Board: The shape of things to come*. Society for Industrial and Organizational Psychology, Dallas, TX.

Craiger, J. P., Coovert, M. D., Beaubien, J. M., Banks, D. (1998, April). *The Internet as a research tool: Challenges and opportunities.* Society for Industrial and Organizational Psychology, Dallas, TX.

Thompson, J. K., Coovert, M., & Stormer, S. (1997, November). *Body image, social comparison, and eating disturbance: A covariance structure modeling investigation*. Association for the Advancement of Behavior Therapy, Miami Beach, FL.

Coovert, M. D., & Riddle, D. (1997, April). *Examining Data with Rough Sets*. Society for Multivariate Experimental Psychology, Scottsdale, AZ.

Coovert, M. D., Craiger, J. P., & Riddle, D. (1997, April). *New Statistical Tools for Modeling, Analysis, and Evaluation*. Society for Industrial and Organizational Psychology, St. Louis, MO.

Coovert, M. D. (1997, April). *Organizational Perspectives on Computer-Supported Cooperative Work.* Society for Industrial and Organizational Psychology, St. Louis, MO.

Craiger, J. P., Coovert, M. D., & Weiss, R. J. (1997, April). *The Internet and the World Wide Web*. Society for Industrial and Organizational Psychology, San Diego, CA.

Foster, L. L., & Coovert, M. D. (1997, March). *A critical examination of the stepladder technique: Computer-augmented decision making in organizations*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Atlanta, GA.

Coovert, M. D., & Dorsey, D. (1996, October). M*odeling of individual and team expertise in a dynamic decision making environment with Petri Nets.* Society for Multivariate Experimental Psychology, Evanston, IL.

Coovert, M. D., & Dorsey, D. (1996, May). Computational modeling of individual and team expertise in a dynamic decision-making environment. In C. Hulin (Chair), *The third discipline of scientific research in psychology: Computational modeling and computer simulation of behavior.* Society for Industrial and Organizational Psychology, San Diego, CA.

Coovert, M. D., Craiger, J. P., Boudreau, J., & Weiss, R. J. (1996, May). *The Internet and the World Wide Web*. Society for Industrial and Organizational Psychology, San Diego, CA.

Coovert, M. D., & Craiger, J. P. (1995, October). *A neuro-fuzzy model of the relationship between job experience and job performance*. Society for Multivariate Experimental Psychology, Bellingham, WA.

Craiger, J. P., Coovert, M. D., & Teachout, M. (1995, July). Fuzzy - neural models in industrial psychology research. In R. Yager and L. Zadeh (Chairs), *Neural Fuzzy Systems*. World Congress on Neural Networks, Washington, DC.

Aarons, G. A., Goldman, M. S., Coovert, M. D., & Greenbaum, P. E. (1995, June) *A preliminary evaluation of multidimensional scaling dimensions of alcohol expectancies using covariance structure modeling*. Research Society on Alcoholism, Steamboat Springs, CO.

Coovert, M. D., Campbell, G., Cannon-Bowers, J., & Salas, E. (1995, May). *A Methodology for a Team Performance Measurement System*. Society for Industrial and Organizational Psychology, Orlando, FL.

Coovert, M. D. (August, 1994). Utilizing Petri nets to model individual and team performance. In P. Craiger (Chair), *Innovative applications of computers in industrial/organizational psychology research*. American Psychological Association, Los Angeles, CA.

Craiger, J. P., & Coovert, M. D. (June, 1994). *Modeling dynamic social and psychological processes with fuzzy cognitive maps*. IEEE International World Congress on Computational Intelligence, Orlando, FL.

Craiger, J. P., & Coovert, M. D. (1993, November). *A fuzzy system for mapping worker attributes to tasks*. Conference of the Society for Computers in Psychology, Washington, D.C.

Craiger, J. P., & Coovert, M. D. (1993, April). A comparison of additive versus direct product solutions for multimethod-multirater job performance data. In C. Smith (Chair), *Method variance: Investigation of the problem and potential solutions.* Society for Industrial and Organizational Psychology, San Francisco, CA.

Craiger, J. P., & Coovert, M. D. (1992, August). *Modeling team performance: Objects and streams*. American Psychological Association, Washington, DC.

Coovert, M. D., Craiger, J. P., & Teachout, M. (1992, May). *A comparison of additive versus multiplicative models for multitrait-multimethod data*. Society for Industrial and Organizational Psychology, Montreal, Quebec.

Dobbins, A., & Coovert, M. D. (1992, May). *In search of the Holy Grail for job classification*. Society for Industrial and Organizational Psychology, Montreal, Quebec.

Coovert, M. D. (1991, April). On the use of expert systems in organizations. In R. J. Harvey (Chair), *Computer applications in personnel*. Symposium conducted at Society for Industrial and Organizational Psychology, St. Louis, MO.

Coovert, M. D., & Craiger, J. P. (1991, April). Determining the dimensionality of work experience and the prediction of job performance. In M. Teachout (Chair), *Understanding the work experience construct in personnel research and practice*. Symposium conducted at Society for Industrial and Organizational Psychology, St. Louis, MO.

Craiger, J. P., & Coovert, M. D. (1991, April). The relationship between job experience and ratings of performance. In M. Teachout (Chair), *Understanding the work experience construct in personnel research and practice*. Symposium conducted at Society for Industrial and Organizational Psychology, St. Louis, MO.

Coovert, M. D., Salas, E., & Cannon-Bowers, J. A. (1991, June). Process models of team behavior. In D. Serfaty and D. Kleinman (Chairs), *Modeling human performance*. Symposium conducted at the American Control Conference, Boston, MA.

Henderson, M. J., Goldman, M. S., Coovert, M. D., & Carnevalla, N. (1991, August). *The role of expectancy in the prediction of alcohol consumption*. American Psychological Association Convention, San Francisco, CA.

Coovert, M. D., Salas, E., Cannon-Bowers, J. A., Craiger, P., & Talkakar, P. (1990, November). Understanding team performance measures: Application of Petri nets. In D. Kleinman and B.Vaughn (Co-Chairmen), *Coordination & Decision Making in Human Teams*. IEEE International Conference on Systems, Man, and Cybernetics, Los Angeles, CA.

Coovert, M. D., Cannon-Bowers, J. A., & Salas, E. (1990, November). *Applying mathematical modeling technology to the study of team training and performance*. National Security Industrial Association's 12th Interservice/Industry Training Systems Conference, Orlando, FL.

Coovert, M. D., Salas, E., & Cannon-Bowers, J. A. (1990, June). Modeling team performance with Petri nets. In C. R. Jones and D. Kleinman (Co-chairs), *Symposium on Command and Control*, IEEE, Monterey, CA.

Augustine, M. A., & Coovert, M. D. (1990, April). *Simulation and information order as influences in the development of mental models*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Seattle, WA.

Coovert, M. D., Ashworth, S., & Bigby, D. (Co-chairs) (1990, April). *Using expert system technology to solve organizational problems.* Roundtable symposium conducted at The Society for Industrial and Organizational Psychology, Miami, FL.

Coovert, M. D., McNelis, K., & Salas, E. (1990, April). Estimating team training effectiveness: A comparison of utility approaches. In M. Teachout (Chair), *Understanding and evaluating training effectiveness: Multiple perspectives*. Symposium conducted at The Society for Industrial and Organizational Psychology, Miami, FL.

Coovert, M. D., McNelis, K., Salas, E., & Cannon-Bowers, J. (1990, April). Application of Petri nets to the study of individual and team decision making. In K. Kraiger (Chair), *Cognitive representations of work*. Symposium conducted at The Society for Industrial and Organizational Psychology, Miami, FL.

Richards, K. J., Thompson, J. K., & Coovert, M. D. (1990, April). *The development of body image and eating disturbance: A study of ten to fifteen year old females using covariance structure modeling*. Southeastern Psychological Association, Atlanta, GA.

Coovert, M. D. (1989, May 17). *Covariance structure models of evacuation behavior during hurricane Elana*. Governor's Hurricane Conference, Tampa, FL.

Kurtz, A., Nelson, C. E., Hacker, G., Powell, A., Fritzche, B., & Coovert, M. D. (1989, May). *A study of evacuation behavior during Hurricane Elena: Overview of the project*. Governor's Hurricane Conference, Tampa, FL.

Nelson, C. E., Kurtz, A., Hacker, G., Powell, A., Fritzche, B., & Coovert, M. D. (1989, May). *Evacuation behavior of residents during Hurricane Elena as a function of zone of residence and income.* Governor's Hurricane Conference, Tampa, FL.

Coovert, M. D. (1989, May 16). *Covariance structure models of evacuation behavior during hurricane Elana*. Governor's Hurricane Conference, Tampa, FL.

LaLomia, M. J., & Coovert, M. D. (1989, January). *Approaches to user modeling*. Hawaii International Conference on System Sciences, Kailua-Kona, HI.

Coovert, M. D., Ramakrishna, K., McNelis, K., & Salas, E. (1988, August). *User preferences for power in expert systems*. American Psychological Association, Atlanta, GA.

Coovert, M. D., LaLomia, M. J., & Salas, E. (1988, August). *A covariance structure model of human-computer interaction*. American Psychological Association, Atlanta, GA.

LaLomia, M. J., & Coovert, M. D. (1988, August). *A comparison of information displays depicting numerical functions*. American Psychological Association, Atlanta, GA.

Coovert, M. D., Ramakrishna, K., McNelis, K., & Salas, E. (1988, May). *How powerful should expert systems be: An examination three domains.* Association for Computing Machinery Conference on Human Factors in Computing Systems, Washington, DC

Coovert, M. D., LaLomia, M. J., & Salas, E. (1988, May). *Modeling human-computer decision making with covariance structure analysis*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Washington, DC

LaLomia, M. J., & Coovert, M. D. (1988, May). *Problem solving performance and display preference for information displays depicting numerical functions*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Washington, DC

McNelis, K. & Coovert, M. D. (1988, April). *The role of criterion contamination and experience in assessment centers*. The Society for Industrial and Organizational Psychology, Dallas, TX.

Vance, R. J., Coovert, M. D., & Colella, A. (1988, April). A*n expert system for job analysis: An evaluation*. The Society for Industrial and Organizational Psychology, Dallas, TX.

McDaniel, W. C., Sistrunk, F., & Coovert, M. D. (1988, March). *Gaming, framing, and Social Exchanging: Effects of the anticipated behavior of others in social dilemmas*. Southeastern Psychological Association, New Orleans, LA.

Coovert, M. D. (1987, April). *Analysis and assessment of MIS training needs for naive corporate users*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Toronto, Ontario.

Coovert, M. D., & LaLomia, M. J. (1987, April). *A theory bound statistical approach to the development of user models*. Association for Computing Machinery Invitational Workshop on User Models, Toronto, Ontario.

Coovert, M. D., Salas, E., & Benson, P. (1987, April). *Strengthening the scientist practitioner bond: options, opportunities, and pitfalls*. Round table symposium conducted at The Society for Industrial and Organizational Psychology, Atlanta, GA.

LaLomia, M. J., & Coovert, M. D. (1987, April). *An examination tabular versus graphical displays in four problem domains*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Toronto, Ontario.

Coovert, M. D. (1986, April). Altering artificial intelligence heuristics to provide data for specific applications. In S. Gael (Chair), *Advances in tailoring job analysis methods for specific applications*. Symposium conducted at The Society for Industrial and Organizational Psychology, Chicago, IL.

Coovert, M. D. (1986, April). Evaluation of the job performance measurement project using structural equation modeling. In B. Vance (Chair), *First results of the United States Air Force performance measurement project*. Symposium conducted at The Society for Industrial and Organizational Psychology, Chicago, IL.

Coovert, M. D. (1986, April). Cognitive representations of job knowledge. In E. Levine (Chair), *Job Analysis*. Symposium conducted at the Southeastern Industrial and Organizational Psychological Association, Orlando, FL.

Coovert, M. D. (1986, April). *A causal model of human vs. computer interaction preference for naive users*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Boston, MA.

Coovert, M. D. (1986, April). *The use of mental models to enhance human-computer interaction*. Association for Computing Machinery Conference on Human Factors in Computing Systems, Boston, MA.

Coovert, M. D., & Reeder, G. D. (1986, March). *Impressions of morality: Different schemata underlying impressions of an individual versus a group*. Southeastern Psychological Association, Orlando, FL.

Vance, R. J. & Coovert, M. D. (1986, March). *Performance attributions and variability in ratings*. Southeastern Psychological Association, Orlando, FL.

Reeder, G. D. & Coovert, M. D. (1984, August). *Revising an impression of morality: A reaction time analysis*. American Psychological Association, Toronto, Canada.

Coovert, M. D. & Whitmore, M. (1984, March). *Theoretical considerations of rule codes in the behavioral modeling paradigm*. I/O & OB Graduate Student Convention, Norfolk, VA.

Reeder, G. D. & Coovert, M. D. (1981, August). *Morality judgments: A case of algebraic or schematic processing*? American Psychological Association, Los Angeles, CA.

RESEARCH GRANTS AND CONTRACTS

GRANTS

A list of research contracts awarded to MDC & Associates is available upon request.

Coovert, M.D. (PI) 2016. New computers and equipment for the Psychology and Technology Lab. USAF Human Effectiveness Directorate, Dayton, OH. $25,000. Funded.

McHale, J. et al. (Coovert is statistician). *Randomized controlled trial of prenatal co-parenting intervention for African American fragile families,* National Institutes of Health, $4,600,000. 2015-2017. Funded.

Borum, R., & Coovert, M. D. (Co-pi). *Cyber Intelligence: Foundations of knowledge, curricula and educational pathways.* National Science Foundation. $300,000. 2014-2016. Not funded.

Coovert, M.D., & Ducey, A. (2012). *The changing nature of work in medicine: Assessing the impact of tablet technology on physicians*. USF Office of Children's Health. $4,000. Funded.

Dubey, R., Palmer, L., Reed, K., Sarkar, S., Sun, Y., Coovert, M. (co-PI). (2012-2016). *Human-Robot Cooperative System for Performing ADLs by Individuals with Disabilities*. National Science Foundation. Not funded. $1,359,759.

Sun, Y., & Coovert, M. D. (co-Pi). (2012-2016). *Robot intention expression*. National Science Foundation. National Science Foundation. Not funded. $743,375.

Sun, Y., Coovert, M.D. & Ramos, J., (co-PI). (2012-2015). *HCC: Small: Dynamic GUI: Bringing Computer Interface to Fingertips*. Not funded. $498,066.

McHale, J., & Coovert, M.D. (co-PI). (2012-2015). *Prenatal Co-parenting intervention: Early triangular alliances in families, and early triangular capacities of infants*. National Science Foundation. $882,665. Not funded.

McHale, J. & Coovert, M.D. (consultant). (2011-2012). *Figuring it out for the child: Promoting coparenting alliances among expectant unmarried African American parents*, Brady Education Foundation. Funded, $273,195.

Coovert, M. D. (2011). *Meta-analysis of the multimodal literature*. GOOGLE. Not funded, $88,989.

Coovert, M. D. (2009). *Team Research Test Bed: Computers in PCD 3111*. United States Air Force, Mesa, AZ. Funded. $25,000.

Burke, J.L., Murphy, R. R., & Coovert, M. D. (co-pi) (2007). *Factors that influence acceptance, adoption, and innovative use of robotic technology*. National Science Foundation. $746,543. Not Funded.

Coovert, M. D. (2002-2004) *Collaborative Critical Thinking*. Jointly funded: Under Secretary of Defense and Office of Naval Research (Administered through Aptima, Inc.). Funded. $84,000.

Albrecht, T. L., (PI), Barbosa, G., Coovert, M. D., Penner, L. P., Quinn, G., Riddle, D. L., & Ruckdeschel, J. C. (co-investigators). (2003-2006). *Parental role in pediatric cancer pain and survivorship.* National Institutes of health. Funded. $866,105.

Albrecht, T. L., (PI), Ruckdeschel, J. C., Coovert, M. D., Penner, L. P., Blanchard, C., & Lyman, G. (co-investigators). (2000-2003). *Effects of Physician Communication on Patient Accrual*. National Institutes of Health. Funded. $1,236,593.

Coovert, M. D. (1999). *Faculty International Travel Grant*. Funded. $1,000.

Coovert, M. D. (1999). *Scaled Worlds, Intelligent Agents and Integrative Analysis: Problems and Solutions for Simulation and Training*. The Florida High Tech Corridor External Matching Grant. Not funded.

Coovert, M. D. (1991-1992). *The application of Petri nets to the study of team performance*. Submitted to the U.S. Navy Broad Agency Announcement. Funded. $30,000.

Coovert, M. D., & Brannick, M. (1989). *Hierarchical team decision making*. Submitted to The Department of Defense, University Research Initiative: Research Initiation Program. Not funded.

Coovert, M. D., & Nelson, C. (co-principal investigators, 1989). *Covariance structure models of evacuation behavior during hurricane Elana*. State of Florida STAR grant. Funded. $10,000.

Coovert, M. D. (1987). *User interface development through covariance structures*. National Institutes of Health, Not funded.

Vance, R. J., Coovert, M. D., & MacCallum, R. C. (1986). *Construct validity of multiple job performance measures using confirmatory factor analysis*. Submitted to the U.S. Air Force Office of Scientific Research. Funded. $30,000.

Vance, R. J., & Coovert, M. D. (1984). *Research on the applicability of artificial intelligence to job analysis*. Submitted to The Ohio State University Seed Grant Program. Funded. $2,000.

CONTRACTS

A list of research contracts awarded to MDC & Associates is available upon request. Since 2018 we have been developing a serious game for the US Air Force to use in conjunction with other selection tool for cyber occupations (Phase 1: Literature review and gap analysis; Phase 2: Game development and construct validation; Phase 3: Population validation and incremental validity analysis). All phases funded.

Coovert, M. D. (2012-2015). Training system technology applied effectiveness evaluation and effectiveness research L-3 Communications PO-JN42903. Funded. $180,000.

Coovert, M. D. (2012). *Using latent change scores to predict trust levels with teams and technology*. United States Air Force Chief Scientist Seedling Award, Dayton, OH. $100,000. Funded.

Coovert, M. D. (2011). *Modeling team trust with latent change scores*. United States Air Force, Dayton, OH. Administered by L-3 Communications Corporation, Prime Contract #FA8650-05-D-6502, Purchase Order PO-JN42854. Funded. $32,000.

Coovert, M. D. (2009). *Migration of DDD Arctic Survival Team Task*. United States Air Force, Mesa, AZ. Administered by L-3 Communications Corporation, Prime Contract #FA8650-05-D-6502, Purchase Order PO-JN42801. Funded. $60,000.

Coovert, M. D. (2009). *Developing, enhancing, and Utilizing Human System Integration Tools*. Army Research Laboratory, Aberdeen Proving Grounds, MA. Administered through ALION Science and Technology, subcontract no. SUB1296787DP, Task order #124. Funded. $60,000.

Coovert, M. D. (2008). *Development of principles for multimodal displays in human-robotic operations (modification and extension)*. DAAD19-01-C-0065. $60,000.

Coovert M. D. (2007). *Improved performance assessment and readiness evaluation: Metrics and tools*. Air Force Research Laboratory's Human Effectiveness Directorate. Mesa, AZ. $60,000.

Coovert, M. D. (2007). *Development of principles for multimodal displays in human-robotic operations*. DAAD19-01-C-0065. $60,000.

Coovert, M. D. (2006). *A meta-analysis of multimodal displays*. United States Army. Funded. $90,000.

Coovert, M. D. (2005). *Modeling the decay of team competency*. United States Air Force. Funded. $10,000.

Coovert, M. D. (2005). *Computational enhancement of the USF laboratory, room 3111*. United States Air Force. Funded. $14,000.

Coovert, M. D. (2005). *An integration of multimodal research*. United States Army. Funded. $30,000.

Coovert, M. D. (2005). *Development of a database for multimodal research*. United States Army. Funded. $60,000.

Coovert, M. D. (2005). *Competency models of team performance*. United States Air Force. Funded. $60,000.

Coovert, M. D. (2003). *Linking mission essential competencies and cognitive task analysis for weapon's directors*. Air Force Research Laboratory's Training Systems Technology Team, Mesa, Ariz. (Administered through Superior Technical Resources, Inc.). Funded. $45,000.

Coovert, M. D. (2003). *Multilevel modeling of sustained operations performance*. Air Force AFRL/HEPM Brooks City Base, San Antonio, TX (Administered through Veridian # FY03-SATX-DCN 1084). Funded. $60,000.

Coovert, M. D. (2000). *Internet 2 based Training*. Aptima, Inc., for the U. S. Air Force. Funded. $60,000.

Coovert, M. D. (1999). *Intelligent Agents and Internet 2 based Training*. U. S. Air Force. Funded. $34,000.

Coovert, M. D. (1998). *Modeling Weapons Directors via rough sets analysis*. U. S. Air Force. Funded. $30,000.

Chiara, J., Stoyen, A. D., & Coovert, M. D. (1998). *Affect and Stimulation*. U. S. Army STTR 98-04. Not funded.

Chiara, J., Stoyen, A. D. & Coovert, M. D. (1998). *Intelligent Coaching* . U. S. Air Force STTR 98-08. Not funded.

Coovert, M. D., & Foster, L. L. (1998). *Computer mediated simulations and models of team performance in distributed environments*. U.S. Air Force Contract Number F41622980P274. Funded. $60,000.

Coovert, M. D. (1998). *Assessment of critical team constructs via rough sets*. U. S. Air Force. Funded. $45,000.

Coovert, M. D. (1998). *Linking knowledge structures to behaviors.* U. S. Air Force. Funded. $30,000.

Stoyen, A. D., Chiara, J., & Coovert, M. D. (1998). *Distributed interactive agents*. U. S. Army STIR-T004. Not funded.

Coovert, M. D. (1998). *Intelligent agents and computer-mediated communication.* U. S. Air Force AFRL/HRJD, Brooks Air Force Base, TX 78235-5353. Funded. $65,000.

Coovert, M. D., & Craiger, J. P. (1994). A *model of the relationship between job experience and job sample test performance: Application of a neuro-fuzzy system.* Submitted to the U.S. Air Force Office of Scientific Research, Armstrong Labs. Funded. $59,000.

Coovert, M. D. (1992-1993). Cost plus extension #2 to: *Simulation network models of team performance*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $30,000.

Coovert, M. D. (1992). *The role of experience in performance: A covariance structure modeling approach*. Submitted to the U.S. Air Force Office of Scientific Research, Armstrong Labs. Funded. $45,000.

Coovert, M. D. (1991-1992). Cost plus extension #1 to: *Simulation network models of team performance*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $30,000.

Coovert, M. D. (1989-1990). *The role of experience in performance for AFSs 423x5, 324x0, 122x0, 732x0: A covariance structure modeling approach*. Submitted to the U.S. Air Force Office of Scientific Research. Funded: Administered through Universal Energy Systems. $30,000.

Coovert, M. D. (1989-1990). *Simulation network models of team performance*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $30,000.

Coovert, M. D. (1988). Application *of utility concepts to the analysis of teams*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $30,000.

Coovert, M. D., Levine, E. L., & Brannick, M. (co-principal investigators, 1987). *Development of a job analysis methodology for team performance measurement*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $25,000.

Coovert, M. D. (1986). Application *of utility concepts to research and development and training payoffs within embedded computerized systems*. Submitted to the U.S. Navy Scientific Services Program, NTSC. Funded. $30,000.

TEACHING EXPERIENCE

Graduate Level	Undergraduate Level
Psychology & Technology	
Industrial/Organizational Psychology	Industrial/Organizational Psychology
Training	Human Factors
Computer Supported Cooperative Work	Psychology and Technology
Psychology and Technology	Tests and Measurement
Fundamentals of Factor Analysis	Psychological Statistics
Structural Equation Modeling	Computer Supported Cooperative Work
Human Factors	

PROFESSIONAL SERVICE

Wall Street Journal, interview and quoted. Ran multiple days.
https://partners.wsj.com/ringcentral/tech-for-granted/?BMID=WSJ21&xm_27443909_349215879_181580305&c3=N1609371.6421THEWALLSTREETJOURNA-349215879&c3creative=181580305&c3adid=543127825&c3size&dclid=CKCK2_3imvwCFSiy0QQdC1cFwQ

PROFESSIONAL AFFILIATIONS (active and inactive)

Society for Industrial and Organizational Psychology
Society of Multivariate Experimental Psychology
Human Factors and Ergonomics Society
Association for Psychological Science
American Psychological Association
Association for Computing Machinery.
IEEE Society

National Committees

SIOP
Fellowship: 2011-2015
Teaching Award: 2009-2011

Program Committees
GaLa 2018-International Conference on Serious Games
American Psychological Society, I/O Program track 2003, 2002, 2001 Chair; 2000 chair in training
Society for Industrial and Organizational Psychology: 1992, 1991, 1990, 1989.
American Psychological Association, Division 14: 1991, 1990, 1989, 1986.
Academy of Management, P/HR Division, 1987.

Associate Editor

International Journal of Virtual Worlds and Human-Computer Interaction

Editorial Boards

Human Performance
Multivariate Behavioral Research
Ergometrika
Frontiers in Human-Media Interaction

Special Issue Editorial Boards

Human Resource Management
Journal of Business and Psychology

Ad hoc reviewer of manuscripts:

Computers & Security
Journal of Applied Psychology
Personnel Psychology
Human Factors
Academy of Management Review
Journal of Organizational Behavior
IEEE Control Systems
IEEE Transactions on Systems, Man, and Cybernetics
International Journal of Man-Machine Studies
Journal of Abnormal Psychology
Journal of Studies on Alcohol
Military Psychology
Behavioral Research Methods, Instrumentation and Computers
Review of Personality and Social Psychology
Technology Studies
Journal of Organizational Behavior

University Service

Distinguished University Professor Selection (2017)
Library (2018-2019)
Faculty Senate (2010 – 2015)
University Technology Committee (1998- 2001; 2010 – 2013)

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