

ABBY L. MELLO

Psychology Department
Towson University
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EDUCATION

Ph. D. – 2012

Industrial/Organizational Psychology
Department of Management
The University of Tennessee, Knoxville, TN
Dissertation Title: *Cognitive Style Diversity in Decision Making Teams*
Dissertation Chair: Dr. Joan R. Rentsch

B.A. – 2004

Psychology (minor Political Science)
Wesley College, Dover, DE
Summa Cum Laude

POSITIONS HELD

Spring 2016 – Present

Graduate Program Director, Human Resource Development M.S. program
Psychology Department
Towson University

Fall 2012 – Present

Assistant Professor
Psychology Department
Towson University

2010 – 2012

Lecturer
Management Department
University of Tennessee

2006 – 2008

Graduate Research Assistant
Organizational Research Laboratory – Director Joan R. Rentsch
Management Department
University of Tennessee

RESEARCH

RESEARCH INTERESTS

My primary area of research concerns the effects of individual differences on team decision making, processes, and outcomes. I am particularly interested in the construct cognitive style and cognitive diversity in teams. Specific work team processes and outcomes of interest include communication, information sharing, conflict, cognitive similarity, and performance. My additional research interests include organizational culture, educational and training effectiveness, and perspective taking.

THESIS

(Note: The University of Tennessee I/O Psychology Program requires a thesis quality research project but does not offer a terminal master's degree)

The effects of post-training reminders on distributed team communication and cognition, Defended September 23, 2008.

DISSERTATION

Cognitive style diversity in decision making teams, Defended April 23, 2012.

JOURNAL PUBLICATIONS

Mello, J. E., Hunt, C. S., & **Mello, A. L.** (in press). Driver control practices: The voice of the driver, accepted December 2016 to *Transportation Journal*.

Delise, L. A. & **Mello, A. L.** (2017). Designing the widget: A group decision and negotiation task. *Management Teaching Review*, 2(1). 55-79.

Chudzicka-Czupala, A., Grabowski, D., **Mello, A.**, & Kuntz, J., Zaharia, D. V., Hapon, N., Lupina-Wegener, A., & Boru, D. (2016). Application of the theory of planned behavior in academic cheating research – cross-cultural comparison. *Ethics & Behavior*. doi:10.1080/10508422.2015.1112745

Mello, A. L. & Rentsch, J. R. (2015). Cognitive diversity in teams: A multidisciplinary review, *Small Group Research*, 46(6), doi:623-658. 10.1177/1046496415602558

Mello, A. L. & Delise, L. A. (2015). Cognitive diversity to team outcomes: The roles of cohesion and conflict management. *Small Group Research*, 46(2), 204-226. doi:10.1177/1046496415570916

Mello, A. L., Fleisher, M. S., & Woehr, D. J. (2015). Varieties of research experience: Doctoral student perceptions of preparedness for future success. *International Journal of Management Education*, 13, 128-140. doi:10.1016/j.ijme.2015.01.007

Mello, A. L. & Rentsch, J. R. (2014). Cognitive style diversity in decision making teams: A conceptual framework. *International Journal of Business and Social Research*, 4(4), 137-149.

Rentsch, J. R., Delise, L. A., **Mello, A. L.**, & Staniewicz, M. J. (2014). The integrative team knowledge building training strategy in distributed problem-solving teams. *Small Group Research*, 45(5), 568-591. doi:10.1177/1046496414537690

Mello, A. L. & Fleisher, M. S. (2011). An exploratory study of I-O doctoral students' graduate school research experiences. *The Industrial-Organizational Psychologist*, 48(3), 47-58. <http://www.siop.org/tip/jan11/07mello.aspx>

Rentsch, J. R., **Mello, A. L.**, & Delise, L. A. (2010). Collaboration and meaning analysis process in intense problem solving teams. *Theoretical Issues in Ergonomic Science*, 11(4), 287-303. doi:10.1080/14639221003729151

REFERREED PROCEEDINGS AND CONFERENCE PRESENTATIONS

In chronological order

**Denotes Towson University student author*

*Blandford, J., Delise, L. A., **Mello, A. L.**, *Akçakaya, A., *Halsey, K., & *Morris, M. (May, 2017). A few good men? Gender composition, conflict, and team performance. Poster presented at the 29th annual convention of the Association for Psychological Science, Boston, MA.

*Morris, M., Delise, L. A., *Blandford, J., *Akçakaya, A., *Halsey, K., & **Mello, A. L.**, (May, 2017). Exploratory study of relationships between cognitive style and team communication. Poster presented at the 29th annual convention of the Association for Psychological Science, Boston, MA.

Mello, A. L., *Akçakaya, A., *Blandford, J., *Halsey, K., & *Morris, M., (May, 2016). The moderating role of task characteristics on the relationship between cognitive diversity and teamwork. In Stuhlmacher, A. & Beier, M., *Cognition at Work: A Sample of Graduate Student Research*. Symposium at the 28th annual convention of the Association for Psychological Science, Chicago, IL.

Delise, L. A. & **Mello, A. L.** (2015, October). Designing the widget: A group decision and negotiation task. Paper presented at the 2015 annual meeting of the Southern Management Association, St. Pete Beach, FL.

*Douglas, D. & **Mello, A. L.** (2015, April). A moderated mediation model linking subordinate similarity perceptions to outcomes. Presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

*Douglas, D. & **Mello, A. L.** (2014, October). Cognitive style similarity in supervisor-subordinate dyads: construct validity of a perceptual measure. Paper presented at the 2014 annual meeting of the Southern Management Association, Savannah, GA.

Mello, A. L. & Delise, L. A. (2013, April). Conflict management's moderating effect on the team diversity-outcome relationship. Presented at the 28th annual meeting of the Society of Industrial and Organizational Psychology, Houston TX.

Mello, A. L. & Rentsch, J. R. (2012, October). Cognitive style diversity in decision making teams: A conceptual framework. Paper presented at the 2012 annual meeting of the Southern Management Association, Ft. Lauderdale, FL.

Rentsch, J. R., Delise, L. A., **Mello, A. L.**, Staniewicz, M. J., & Scott, N. M. (2012, April). The relationships among team cognition and knowledge building variables. In S. W. J. Kozlowski, G. T. Chao, C. C. Rosen, & E. Djurdjevic (Co-Chairs), *Macro cognition in teams: Understanding knowledge building for team problem solving*. Symposium conducted at the 27th annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Mello, A. L., Scott, N. M., Delise, L. A., Staniewicz, M. J., & Rentsch, J. R. (2011, August). Rational and intuitive styles: Construct validation of four measures. Poster presented at the 119th Annual Convention of the American Psychological Association, Washington, D. C.

Fleisher, M. S. & **Mello, A. L.** (2010, October). Varieties of research experience: Doctoral student perceptions of preparedness for future success. Paper presented at the 2010 annual meeting of the Southern Management Association, St. Pete Beach, FL.

Best Paper Award for the Management History/Management Education Division

Mello, A. M. & Fleisher, M. S. (2010, August). An exploratory study of I-O students' graduate school experiences. Poster presented at the 118th Annual Convention of the American Psychological Association, San Diego, CA.

Staniewicz, M. J., Delise, L. A., **Mello, A. L.**, & Scott, N. M. (2010, July). eLeadership: Style, actions, and team member outcomes. Paper presented at the 5th annual meeting of the Interdisciplinary Network for Group Research, Washington, D.C.

Rentsch, J. R., Delise, L. A., **Mello, A. L.**, Staniewicz, M. J., & Scott, N. M. (2010, July). Improving team decision making: Intervention, findings, and future research. Paper presented at the 5th annual meeting of the Interdisciplinary Network for Group Research, Washington, D.C.

Staniewicz, M. J., Scott, N. M., **Mello, A. L.**, Delise, L. A., Rentsch, J. R., & Letsky, M. (2010, April). Virtual team communication behaviors and cognitive outcomes.

Poster presented at the 25th annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Mello, A. L., Rentsch, J. R., Delise, L. A., Staniewicz, M. J., & Letsky, M. (2009, April). Information sharing, knowledge transfer, and cognition in distributed teams. Poster presented at the 24th annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.

Mello, J. E., Cadotte, E., Kim, M., & **Mello, A. L.** (2009, April). The culture-performance link in a simulated entrepreneurial team context. Poster presented at the 24th annual meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA.

Mello, A. L., Rentsch, J. R., Delise, L. A., Staniewicz, M. J., Ray, J. L., & Letsky, M. (2008, April). The effects of post-training reminders on distributed team communication. Poster presented at the 23rd annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Ray, J. L., Rentsch, J. R., Delise, L. A., **Mello, A. L.,** Staniewicz, M. J., & Letsky, M. (2008, April). The effects of team experience on information sharing through communication behaviors. Poster presented at the 23rd annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Staniewicz, M. J., Rentsch, J. R., Delise, L. A., **Mello, A. L.,** Ray, J. L., & Letsky, M. (2008, April). Individual differences and information sharing in virtual teams. Poster presented at the 23rd annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.

TEACHING EXPERIENCE

GRADUATE

Professor: Leadership Theory & Practice (Fall & Spring 2015 – 2017)
Towson University

Professor: Organizational Behavior (Fall & Spring 2012 - 2017)
Towson University

Professor: Applied Research (Spring 2014, Fall 2014)
Towson University

Professor: Advanced Topics in Organization Development: Conflict Management and Resolution (Fall 2012, Spring 2013)
Towson University

Professor: Staffing, Recruitment, and Selection (Fall 2012, Fall 2014)
Towson University

Instructor: Organizational Behavior & Development (Spring 2009)
University of Tennessee

UNDERGRADUATE

Professor: Industrial Psychology (Fall 2013, Spring 2014, Fall 2014, Fall 2015)
Towson University

Instructor: Leadership Skills (Spring 2012)
University of Tennessee

Instructor: Foundations of Organizational Behavior (Fall 2010, Spring 2011, Fall 2011)
University of Tennessee

Discussion Leader: Business Functions (Fall 2009)
University of Tennessee

ADDITIONAL ACADEMIC EXPERIENCE

- *Simulation Facilitator, Physician MBA Program, 2011*
 - Lakeview Experience Change; Computer-based Organizational Change Management simulation by ©ExperiencePoint
- *Simulation Facilitator, Full-Time MBA Program, 2009*
 - Roller Coaster Task, Group Decision Making Exercise
- *Venture Capitalist, Undergraduate, Global Marketing Strategy class, 2007-2009*
 - Marketplace® Game; Computer-based Start-up Company and Marketplace Competition by Innovative Learning Solutions, Inc.
- *Simulation Facilitator, Executive Education Program, 2005-2006*
 - Black Bear Survival Exercise, Group Decision Making

SELECT PROFESSIONAL EXPERIENCE

Center for Executive Education - Leadership Development Program, University of Tennessee, Knoxville, TN

Assessment Trainer, 2009 – 2012

Supervisor: Cheryl Barksdale, Ph.D.

- Responsibilities: Training executive coaches and role players, providing feedback on assessment exercises, data summary, and administrative duties (e.g., staff scheduling)

Assessor, 2005 - 2012

Supervisor: Kate Atchley, Ph.D.

- Responsibilities: Assessing executive education students' leadership skills through written and active exercises; providing coaching and feedback for use in students' program-long personal development plan

Tennessee Assessment Center, Knoxville, TN

Assessor, Spring 2006 – 2012

Supervisor: Kate Atchley, Ph.D.

- Responsibilities: Assessing executives at a variety of organizational levels for employment and developmental purposes, role playing in various high-fidelity simulations, compiling multi-method data into performance summaries, and training new assessors

ADDITIONAL INFORMATION

SERVICE

- Editorial Board, *Small Group Research*, 2016 (terms ends 2019)
- *Committee Member* (Elected), College of Liberal Arts Council 2014-present
- *Committee Member* (Elected), Psychology Department Discretionary Fund 2014-2016
- *Committee Member*, Towson University January Conference Proposals, 2014-16
- *Chair, Search Committee*, HRD Assistant Professor, Spring 2016
- *Search Committee*, Social Psychology Assistant Professor, Fall 2015
- *Moderator*, Towson University January Conference, Spring 2014-2016
- *Search Committee*, Academic Programs Specialist, Spring 2014
- *Search Committee*, HRD Assistant Professor, Fall 2013
- *Coordinator*, Psychology Department Social, 2013-14
- *Presenter*, Get Psyched About Your Future Part I, October 2013, April 2014, Towson University
- *Presenter*, Get Psyched About Your Future Part II, October 2012, April 2013, Towson University
- *Representative*, Library Collections Committee (HRD), 2012-13, 2013-14, Towson University
- *Ad Hoc Journal Reviewer*, Small Group Research, 2013-2015
- *Reviewer*, Southern Management Association Conference, 2012 - 2013
- *Reviewer*, OB and MOC divisions, Academy of Management Conference, 2010-present
- *Ambassador*, MOC Division, Academy of Management 2014-present

AWARDS

- *Finalist Graduate Teaching Award*, University of Tennessee, 2012
- *Outstanding Reviewer*, Academy of Management, MOC Division, 2010
- *Best Paper Award*, Southern Management Association, Management History/Management Education Division, 2010
- *Summa Cum Laude*, highest GPA in undergraduate graduating class
- *Award for Excellence in Psychology*, Wesley College, 2004

PROFESSIONAL DEVELOPMENT

- Online Learning Consortium (OLC) course completion, “New to Online: Essentials Part 1”, sponsored by Office of Academic Innovation
- Human Subject Training, Collaborative Institutional Training Initiative (CITI), Social & Behavioral Research
- EEOC Training Institute, Certificate of Attendance, Philadelphia Technical Assistance Seminar, September 2013
- Doctoral Consortium, invited attendee, *Academy of Management*, Organizational Behavior Division, Annual Meeting 2011
- Doctoral Consortium, invited attendee, *Society for Industrial and Organizational Psychology*, Annual Meeting 2010

MEMBERSHIPS

- *Society for Industrial and Organizational Psychology*, 2007 – present
- *Society for Human Resource Management*, 2015 – present
- *Academy of Management*, Organizational Behavior Division, Organizational & Managerial Cognition Division, 2009 – present
- *Psi Chi*, Honor Society in Psychology, undergraduate