
Education

Dual Ph.D. Michigan State University, Summer 2023
Thesis: Social Media in Emergency Response: A Computational Evaluation of Leadership Network Structures
Thesis Committee: Steve Kozlowski (Chair), Richard DeShon, Zack

B.S. Utah State University, Spring 2017
Psychology / Computational Mathematics
Minor: Computer Science
Honors Thesis: Negative symptoms in an animal model of schizophrenia
Graduated Summa Cum Laude (GPA > 3.95)

Research Overview

Core Research Topics

I research the nature, development, and function of teams, focusing on three areas:

- Emergences: studying the complex processes and mechanisms underlying team emergent phenomena.
- Interdependence: working to identify the nature and impact of interdependence in a team context.
- Leadership: investigating the development and effect of informal/shared team leadership

Primary Methodological Perspectives

I use three primary methodological approaches in my research:

- Computational Modeling: use formal mathematical and computational models to study the process mechanisms underlying psychosocial phenomena prominent in a team's setting.
- Social Network Analysis: use SNA to study and account for localized embeddedness within a team and organizational context.
- Dynamics: I use longitudinal and time series methodologies to investigate the nature of change and the importance of time in team phenomena.

Fellowships, Honors & Awards

Fellowships & Individual Funding

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| Office of Naval Research: Multiteam Systems Grant (Hollenbeck et al. 2022) | 1/2023 – 8/2025 |
| <ul style="list-style-type: none"> • Status: Funded (amount: \$500,000) Approximately <u>\$150,000</u> allocated to Daniel Griffin as a Computational Modeling Consultant explicitly named in the grant | |
| National Defense Science and Engineering Graduate (NDSEG) Fellowship | 4/2020 – 8/2023 |
| <ul style="list-style-type: none"> • <u>\$250,000</u> Department of Defense fellowship | |
| Future Academic Scholars in Teaching (FAST) Fellowship | 9/2021 – 5/2022 |
| <ul style="list-style-type: none"> • <u>\$2,000</u> Michigan State University fellowship | |
| Undergraduate Research Fellowship | 9/2011 – 5/2017 |
| <ul style="list-style-type: none"> • <u>\$4,000</u> Utah State University fellowship | |

Honors & Awards

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| Exemplary Impact and Relevance to DoD Research Objectives | NDSEG 7/2022 |
| Graduated with Honors in Psychology and University Studies | 5/2017 |
| Outstanding Undergraduate in Mathematics – USU Department of Mathematics | 4/2017 |
| First Place USU ACM – USU CS Department Coding Competition | 3/2017 |
| Lillywhite Scholarship – Merit-Based University Scholarship | 4/2016 |
| Morse Scholarship – Merit-Based Honors Program Scholarship | 2/2016 |

Research Grants

Griffin, D., Hemsley, R., & Hollenbeck, J. (2022). *Embracing the Open System Paradigm: A Multiteam System Approach to Between-Team Negotiations*. NTR Research Grant, Negotiation and Team Resources. Status: Funded (amount: \$10,000).

Griffin, D. (2017). *Effects of chronic mild stress on mice with BDNF-met allele*. Honors Research Fund, Utah State University. Status: Funded (amount: \$500).

PeerReviewed Publications

- Somaraju, A. V., **Griffin, D.**, Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. (*In Press*). A Dynamic Systems Theory of Intra-team Conflict Contagion. *Journal of Applied Psychology*
- Griffin, D.**, Somaraju, A., Dishop, C., & DeShon, R. (2023). Evaluating Interdependence in Workgroups: A Network-Based Method. *Organizational Research Methods*. Advanced online publication. <https://doi.org/10.1177/10944281211068179>
- Somaraju, A. V., **Griffin, D. J.**, Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. (2021). The dynamic nature of interpersonal conflict and psychological strain in extreme work settings. *Journal of Occupational Health Psychology*, 27(1), 53–73. <https://doi.org/10.1037/ocp0000290>
- Griffin, D. J.**, & Heinrich, W. F. (2021). Supporting a Merger of Entrepreneurship Curricula: Combining Organizational Frames and Theory of Change. *Entrepreneurship Education and Pedagogy*. Advanced online publication. <https://doi.org/10.1177/25151274211017549>
- Geiser, C., **Griffin, D.**, & Shiffman, S. (2016). Using Multigroup-Multiphase Latent State-Trait Models to Study Treatment-Induced Changes in Intra-Individual State Variability: An Application to Smokers' Affect. *Frontiers in Psychology*, 7. <https://doi.org/10.3389/fpsyg.2016.01043>

- Griffin, D.** (2022, April 27-30). *Social Mechanisms of Leadership Emergence: A Computational Evaluation of Leadership Network Structures* [Conference session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Griffin, D.**, Hemsley, R., Frank, K., Hollenbeck, J. (2021, October 6-November 4). *Beyond Agreement, Aggregation, and Centrality: The Role of Selection and Influence in Multilevel Theory* [Conference session]. INGroup Annual Conference, Virtual Conference.
- Griffin, D.**, Olenick, J., Van Fossen, J., Misco, A., Chang, C.-H. (D.), & Kozlowski, S. W. J. (2020, June 16-30). *Team Dynamics: Predicting Psychological Events Using Team Interaction Sensors* [Conference session]. Society for Industrial and Organizational Psychology Annual Conference, Virtual Conference.
- Somaraju, A., Dishop, C., **Griffin, D.**, DeShon, R. (2020). *The Dynamics of Collective Performance* [Poster session]. Society for Industrial and Organizational Psychology Annual Conference, Event Cancelled.
- Van Fossen, J., Misco, A., Olenick, J., **Griffin, D.**, Chu-Hsiang, C., Kozlowski, S. (2020). *An Idiographic Approach to Understanding Team Process Dynamics* [Conference session]. Society for Industrial and Organizational Psychology Annual Conference, Event Canceled.
- Griffin, D.**, Buhusi, M., & Buhusi, C. (2017, April 13). *Impaired Latent Inhibition in Mice with Genetic Vulnerability to Schizophrenia* [Conference session]. Student Research Symposium, Logan, UT, United States.
- Griffin, D.**, & Buhusi, C. (2017, February 17). *Understanding schizophrenia through computational modeling of latent inhibition* [Poster session]. Utah Conference on Undergraduate Research, Salt Lake City, UT, United States.
- Griffin, D.**, Handy, G., Taheri, M., & Borisuk, A. (2016, August 11). *Interaction of Calcium, Sodium and Potassium Dynamics in Astrocytes* [Conference session]. MBI Undergraduate Capstone Conference, Columbus, OH, United States.
- Griffin, D.**, Handy, G., Taheri, M., & Borisuk, A. (2016, August 3). *Interaction of Calcium, Sodium and Potassium Dynamics in Astrocytes* [Poster session]. University of Utah Summer Undergraduate

Technical Reports

- Griffin, D.** (2022). *Automated Assessments Evaluation Report*. Technical Report, PDRI
- Griffin, D., & Heinrich, W.** (2019). *Burgess Institute for Entrepreneurship and Innovation - Insights Report*. Technical Report, Michigan State University.
- Griffin, D., & Heinrich, W.** (2019). *Burgess Institute for Entrepreneurship and Innovation – Entrepreneurship Mindsets Review*. Technical Report, Michigan State University
- Griffin, D., & Heinrich, W.** (2019). *Burgess Institute for Entrepreneurship and Innovation – Project Review*. Technical Report, Michigan State University.

Teaching and Mentoring Experience

Teaching

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| Instructor of Record Research Methods in Psychology (USF) | 8/2023– 5/2024 |
| Instructor of Record Advanced Topics in Organizational Psychology (PSY 455) | 9/2022– 12/2022 |
| Teaching Fellow: Future Academic Scholars in Teaching Fellowship | 9/2021– 6/2022 |
| Lab Lecturer: Undergraduate Psychology Test and Measurement Lab (PSY 395) | 1/2022– 5/2022 |
| Executive Education Teaching Assistant Managing the Learning Organization (MGT 817) | 1/2020– 5/2020 |
| Online Instructor of Record Evaluating Evidence (ISS 305) | 5/2019– 9/2019 |
| Teaching Assistant / Recitation Leader: Psychological Statistics (PSY 295) | 9/2018– 5/2019 |
- Told by multiple students that I was the best TA they have ever had

Mentoring

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| Masters Committee Member (In Progress) Jenna Bowker, Michael Hopkins, Stephanie Boettcher | |
| Fellowship Application Mentor MSU/USF Psychology Department | 9/2020– Present |
| • Two out of four applicants have received prestigious fellowships (1 GRFP; 1 NDSEG) | |
| Graduate Student Mentor MSU Psychology Department | 6/2020– 7/2023 |
| Refugee Family Case Manager Lansing Refugee Services Volunteer | 1/2022– 7/2022 |
| Undergraduate Engineering Mentor: MSU CME Department | 9/2020– 12/2020 |

Professional Involvement and Community Service

Ad Hoc Reviewer

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| • Journal of Business and Psychology | 9/2023– Present |
| • Organizational Research Methods | 10/2020– Present |

MSU Member of Various Organizational Psychology Committees 9/2018 –8/2023

- President : Psychology Department Graduate Student Council (2020-2023)
- Program Committee (2018-2021)
- Mentoring Committee (2020-2022)
- Colloquium Committee (2019-2020)
- Recruitment Committee (2018-2019)
- Service Committee (2018-2020)

Lansing Refugee Services Refugee Mentor 1/2022– 7/2022

Work Experience

NDSEG Research Fellow: Department of Defense	9/2020– Present
Talent Analytics Associate: Jackson National Life Insurance	5/2020– 8/2020
Internal Organization Change Consultant Michigan State University	8/2019– 5/2020
Graduate Teaching Assistant Michigan State University	8/2018– 7/2019
Software Engineer Focused Support LLC	7/2017– 8/2018
Mentor: Catalyst Preparatory Academy (Residential Treatment Center)	1/2017– 2/2017

Skills

Communication and Team Skills

- Experience teaching communication, teamwork and interpersonal skills
- Experience in interdisciplinary, teamdependent work situations
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