

RAQUEL ASENCIO

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RESEARCH INTERESTS

Team Effectiveness, Multiteam Systems, Multiteaming, Diversity and Inclusion, and Social Networks.

EDUCATION

Ph.D., Industrial Organizational Psychology, Georgia Institute of Technology, August, 2016

M.S., Industrial Organizational Psychology, University of Central Florida, May, 2010

B.A., Psychology, University of South Florida St. Petersburg, May, 2008

ACADEMIC APPOINTMENTS AND POSITIONS

Assistant Professor of Management, Krannert School of Management, Purdue University
August 2016 – Current

Visiting Research Fellow, Social Science Research Institute, Duke University
August 2019 – July 2020

REFEREED PUBLICATIONS

Niler, A. A., **Asencio, R.**, & DeChurch, L. A. (in press). Solidarity in STEM: How Gender Composition Affects Women's Experience in Work Teams. *Sex Roles*.
<https://doi.org/10.1007/s11199-019-01046-8>.

Mesmer-Magnus, J. R., **Asencio, R.**, Seely, P. W., & DeChurch, L. A. (2018). How organizational identity affects team functioning: The identity instrumentality hypothesis. *Journal of Management*, 44(4), 1530-1550.

Mesmer-Magnus, J. R., Carter, D. R., **Asencio, R.**, & DeChurch, L. A. (2016). Space exploration illuminates the next frontier for teams research. *Group and Organization Management*, 41(5), 595-628.

Wax, A., **Asencio, R.**, Carter, D. R. (2015). Thinking about big data. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(04), 545-550.

Carter, D. R., **Asencio, R.**, Wax, A., DeChurch, L. A., & Contractor, N. (2015). Little teams, big data: Big data provides new opportunities for teams theory. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 8(04), 550-555.

Asencio, R., Carter, D., DeChurch, L. A., Zaccaro, S. J., & Fiore, S. M. (2012). Charting a course for collaboration: A multiteam perspective. *Translational Behavioral Medicine*, 2(4), 487-494.

CHAPTERS AND PROCEEDINGS

- Carter, D., **Asencio, R.**, Trainer, H., DeChurch, D., Kanfer, R., Zaccaro, S. J. (forthcoming). State of the science: Best practices for working in multiteam systems. In K. Hall, R. Croyle, & A. Vogel (Eds.), *Advancing Social and Behavioral Health Research through Cross-disciplinary Team Science: Principles for Success*. Elsevier.
- DeChurch, L. A., Carter, D. R. **Asencio, R.**, Wax, A. Seely, P. W., Dalrymple, K. Vaughn, S. Jones, B., Plummer, G., Mesmer-Magnus, J. R. (2018). From teams in organizations to organizing in teams. In Ones, Anderson, Viswesvaran, Sinangil. (Eds.), *Handbook of Industrial, Work & Organizational Psychology* (2nd ed., vol. 2, pp. 307-332). Thousand Oaks: Sage.
- Murase, T., Poole, M. S., **Asencio, R.**, McDonald, J. (2017). Sequential synchronization analysis. In A. Pilny & M. S. Poole (Eds). *Group processes: Computational and data driven approaches* (pp. 119-144). US: Springer.
- Asencio, R.**, DeChurch, L. A. (2017). Assessing collaboration within and between teams: A multiteam systems perspective. In A. von Davier, P. C., Kyllonen, & M. Zhu (Eds.), *Innovative Assessment of Collaboration*. US: Springer.
- Poole, M. S., Lambert, N. J., Murase, T., **Asencio, R.**, McDonald, J. (2016). Sequential analysis of processes. In A. Langley & H. Tsoukas (Eds.), *The SAGE Handbook of Organizational Process Studies* (pp. 254-270). Thousand Oaks, CA: Sage.
- Fiore, S. M., Carter, D. R., **Asencio, R.** (2015). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In E. Salas (Ed.), *Research on managing groups and teams* (vol. 17, pp. 271-301). United Kingdom: Emerald.
- McDonald, J. D., DeChurch, L. A., Asencio, R., Carter, D. R., Mesmer-Magnus, J. R., & Contractor, N. S. (2015). Team task switching: A conceptual framework for understanding functional work shifts. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 59(1), 1157-1161.
- DeChurch, L. A., Contractor, N., **Asencio, R.**, Huang, Y., Murase, T., Sawant, A. (2013). Understanding and enabling the collective capabilities of teams. Presentation published in the proceedings of the National Research Council Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives.). R. Pool (Rapporteur). *New directions in assessing performance potential of individuals and groups: Workshop summary*. Washington, DC: The National Academies Press.

CONFERENCE PRESENTATIONS AND PANEL DISCUSSIONS

- Asencio, R.** Mesmer-Magnus, J. R., DeChurch, L. A., Contractor, N. (2019, August). Boundary transitions in collaborative workplaces. In **R. Asencio & Gupta P.** (Co-chairs), *Exploring new frontiers in dynamic teams: Managing boundaries, attention, and connections*. Symposium accepted at the annual meeting for the Academy of Management (AoM), Boston, MA.
- Sharma, K., **Asencio, R.**, Chetal, S., Shetty, S. (2019, July). An experimental study of boundary transitions in teams. In Gupta P. & **R. Asencio &** (Co-chairs), *Processes in dynamic teams: Boundary transitions, communication, and attention*. Symposium accepted at the

annual meeting for the Interdisciplinary Network for Group Research (INGRoup), Lisbon, Portugal.

Asencio, R., Kelly, E., Golbodaghi, A., Wax, A. (2019, April). What To Do About Gender Inequality: Solutions and Career Advice in the “Me Too” Era. In N. Saulnier & A. Folk (Chairs), Panel accepted at the annual meeting for the Society of Industrial Organizational Psychology, National Harbor, MD.

Asencio, R., DeChurch, L. A. (2018, April). The experience of multiteaming. In L. Larson and **R. Asencio** (Co-Chairs). *Qualitative Perspectives on 21st Century Teams*. Symposium accepted at the annual meeting for the Society of Industrial Organizational Psychology (SIOP), Chicago, IL.

Jones, B., **Asencio, R.**, DeChurch, L. A. (2017, April). *Portrayed competence and cohesion in virtual multiteam system assembly: How competent do we appear?* Poster accepted at the annual meeting for the Society of Industrial Organizational Psychology (SIOP), Orlando, FL.

Asencio, R., Huang, Y., DeChurch, L. A., Contractor, N., Uzzi, B. (2016, July). Multi-teaming in virtual communities. In J. Nahrgang, H. Sessions, and M. Chamberlin (Co-Chairs), *Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research*, Symposium accepted at the annual meeting for the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.

Niler, A., **Asencio, R.**, DeChurch, L. A., Uzzi, B., Contractor, N. (2016, July). Gender composition affects females experience of working in science teams. Poster accepted at the annual meeting for the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.

LoPilato, A., **Asencio, R.**, DeChurch, L. A., Kanfer, R., Zaccaro, S. J. (2016, July). Team design and scientific innovation: A quasi-experiment. Paper accepted at the annual meeting for the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.

*Murase, T., **Asencio, R.**, McDonald, J. D., Poole, M. S., DeChurch, L. A., Contractor, N. (2015, November). *The effect of entrainment of group processes on multiteam system effectiveness*. Paper accepted to the annual National Communication Association conference, Las Vegas, NV.

**Recipient of the Top Paper Award*

*McDonald, J. D., DeChurch, L. A., Mesmer-Magnus, J. R., **Asencio, R.**, Carter, D. (2015, October). *Team task switching: A conceptual framework for understanding functional work shifts*. Paper presented at the annual Human Factors and Ergonomics Society conference, Los Angeles, CA.

**Selected for inclusion in the conference proceedings*

Huang, Y., Singh, P., **Asencio, R.**, Contractor, N., DeChurch, L., Uzzi, B. (2015, October). *Evaluating scientific outcomes from the user perspective*. Paper accepted to the Computer and Communications Security Quantifying Science Workshop (CCS), Tempe, AZ.

***Asencio, R.**, Huang, Y., Sawant, A., DeChurch, L. A., Contractor, N., Murase, T. (2015, July). *Enabling teams to self-assemble: The MyDreamTeam builder*. Paper presented at the

annual conference for the Interdisciplinary Network for Group Research (INGRoup), Pittsburgh, PA.

**Recipient of the Best Conference Poster Award*

Asencio, R., Mesmer-Magnus, J. A., DeChurch, L. A., Seely, P. W. (2015, July). *The experience of teaming and working in virtual teams: A meta-analysis*. Paper accepted to the annual conference for the Interdisciplinary Network for Group Research (INGRoup), Pittsburgh, PA.

Carter, D. R., McDonald, J., **Asencio, R.**, Plummer, G., Mesmer-Magnus, J. A., DeChurch, L. A., (2015, July). *New frontiers for teams research: Space exploration reveals seven inconvenient truths about teams*. Paper accepted to the annual conference for the Interdisciplinary Network for Group Research (INGRoup), Pittsburgh, PA.

Mesmer-Magnus, J., **Asencio, R.**, Seely, P.W., & DeChurch, L. A. (2015, May). *Ying and yang of team and organizational identity in team functioning: The attachment instrumentality hypothesis*. Paper accepted to the annual International Communication Association conference, San Juan, Puerto, Rico.

Asencio, R., Murase, T., Poole, M. S., McDonald, J., DeChurch, L. A., Contractor, N. (2015, April). Searching for team process in behavioral sequences. In T. Murase & N. Contractor (Co-Chairs), *Social science and the digital revolution*. Symposium conducted at the annual meeting for the Society for Industrial Organizational Psychology, Philadelphia, PA.

Murase, T., **Asencio, R.**, McDonald, J. D., Poole, M. S., DeChurch, L. A., Contractor, N., Mathieu, J. (2014, July). *Measuring shared mental models through digital traces of behavior*. Paper presented at the annual conference for the Interdisciplinary Network for Group Research, Raleigh, NC.

Asencio, R., Murase, T., Dalrymple, K., DeChurch, L. A., Chollet, B. (2014, May). Using digital traces and bipartite networks to understand team process. In L. A. DeChurch & R. Asencio (Co-Chairs), *Little teams, big data: Understanding teams using digital traces*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

DeChurch, L. A., Contractor, N., **Asencio, R.**, Carter, D. R. (2014, May). Big data: Motivating new theories and methods to understand teams. In L. A. DeChurch & R. Asencio (Co-Chairs), *Little teams, big data: Understanding teams using digital traces*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Carter, D. R., **Asencio, R.**, Gibson, Z. M., DeChurch, L. A., Zaccaro, S. J. (2014, May). Science teams in context: Countervailing forces in translational multiteam systems. In J. Mathieu & M. Luciano (Co-Chairs), *Ordering the complexity: Establishing key differences in multiteam systems*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Contractor, N., DeChurch, L. A., **Asencio, R.**, Huang, Y., Murase, T., Sawant, A. (2014, May). Enabling teams to self-assemble: The MyDreamTeam builder. In J. R., Methot (Chair), *Enhancing team effectiveness across and between levels of analysis*. Symposium

- conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Murase, T., **Asencio R.**, DeChurch L. A., Chollet, B., Zaccaro, S. J. (2013, August). Managing multiple embeddedness and the development of motivation, cognition, and affect in multiteam systems. In J. A. Espinosa, & M. Clark (Co-Chairs), *Team knowledge measurement and representation in large collectives*. Symposium conducted at the annual meeting of the Academy of Management, Orlando, FL.
- Contractor, N. S., Kozlowski, S. W. J., Mathieu, J., Poole, M.S., Goodwin, G. (2013, July). Computational social science: Leveraging big data for groups research. In **R. Asencio** (Chair), Panel conducted at the annual meeting for the Interdisciplinary Network for Groups Research, Atlanta, GA.
- DeChurch, L. A., **Asencio, R.**, Murase, T., Zaccaro, S. J. (2013, May). *The influence of embeddedness in multiple contexts on shared MTS cognition*. Paper presented at the International Network for Social Network Analysis Annual Meeting (Sunbelt), Hamburg, Germany.
- Asencio, R.**, Murase, T., DeChurch, L. A., Chollet, B., & Zaccaro, S. J. (2013, April). Social identity in cross-functional multiteam Systems. In G. DiRosa & L. A. DeChurch (Co-Chairs), *The meaning and measurement of entitativity in complex organizational forms*. Symposium conducted at the annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.
- DeChurch, L. A., Murase, T., Chollet, B., **Asencio, R.**, Zaccaro, S. J. (2013, February). *Managing multiple embeddedness and the development of shared cognition in multiteam systems*. Poster presented at the annual meeting of the Organization Science Winter Conference, Steamboat Springs, CO.
- Asencio, R.**, DeChurch, L. A., Mesmer-Magnus, J. R., Kanfer, R., Seely, P. W., Wax, A. (2012, August). Advancing theory on team motivation process: A meta-analysis. In R. Kanfer, & **R. Asencio** (Co-Chairs), *New developments in motivating teams*. Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.
- DeChurch, L.A., Carter, D., **Asencio, R.**, Fiore, S., Contractor, N., Zaccaro, S. (2012, July). Bridging boundaries towards collaborative team science. Panel conducted at the 7th Annual Conference for the Interdisciplinary Network for Groups Research, Chicago, IL.
- DeChurch, L.A., Zaccaro, S. J., Carter, D. R., **Asencio, R.**, Seely, P., Wax, A., Chen, T. & McCausland, T. (2012, May). *Innovating within and across teams, through time and space: A multiteam-network perspective*. Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.
- DeChurch, L. A., Zaccaro, S. J., Carter, D., **Asencio, R.**, Seely, P. W., Wax, A., Chen, T., McCausland, T. (2012, April). Development of coordination norms in globally distributed multiteam systems. In D. Carter, & L.A. DeChurch (Co-Chairs), *The power of collaboration: Investigations of multiteam systems*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Mesmer-Magnus, J., Seely, P. W., **Asencio, R.**, & DeChurch, L. (2012, April). How virtuality alters the determinants of team effectiveness: A meta-analysis. In P. W. Seely, M.

Jimenez, & J. Mesmer-Magnus (Co-Chairs), *Virtual Organizational Effectiveness*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Holland, S., Chen, T., **Asencio, R.**, Zaccaro, S. J., DeChurch, L. A., & Fiore, S. (2012, April). *Interdisciplinary science problem solving: Mutiteam systems and motivational determinants*. Poster presented at the annual meeting of the Science of Team Science, Chicago, IL.

Chollet, B., Carter, D., **Asencio, R.**, & DeChurch, L. A. (2012, March). *Networking the competition: how inter-project networks improve innovation performance*. Paper presented at the annual meeting of the International Network for Social Network Analysis Annual Meeting (Sunbelt), Redondo Beach, CA.

INVITED TALKS & SEMINARS

Asencio, R. (2019, March). Banding together. Invited talk presented at the Women's Month Series, Purdue University, W. Lafayette, IN.

Asencio, R. (2018, November). Understanding team diversity. Workshop delivered at the Explore Krannert Weekend, Purdue University, W. Lafayette, IN.

Asencio, R. (2018, October). Multiteaming in online communities. Invited talk presented at the Duke Network Analysis Center (DNAC), Duke University, Durham, NC.

Asencio, R. (2017, December). How multiteaming impacts individuals and teams. Invited talk presented at Waseda University, Tokyo, Japan.

Asencio, R. (2017, December). Introduction to teams. PhD seminar delivered at Waseda, University, Tokyo, Japan.

Asencio, R. (2017, December). Teamwork across boundaries. Workshop delivered at the Diversity Business Summit, Purdue University, W. Lafayette, IN.

Asencio, R. (2016, October). In or out of sync: How behavior synchronization affects collective effectiveness. Invited presentation at the Industrial Organizational Psychology Colloquium Series, Purdue University, West Lafayette, IN.

Asencio, R. (2016, April). Leadership out of this world: The inconvenient truths revealed by space exploration. Invited presentation at the Center for Leadership Research Colloquium, Florida International University, Miami, FL.

SELECTED TEACHING EXPERIENCE

- Instructor, Organizational Behavior Seminar Purdue Spring (2019)
 - Description: This course is a doctoral level seminar on the major theoretical approaches and recent issues identified in the field of Organizational Behavior (OB). The primary focus of each class is seminal research in the field of OB, with the objective of introducing students to a number of theories, concepts, and methods utilized in the field.
- Instructor, Introduction to Organizational Behavior Purdue Fall (2016) - Current

- Description: In this course, undergraduate students learn the fundamentals of understanding and managing people at work and approach the various topics from the perspective of an employee, team member, and leader. Students think critically about real world issues and complete a hands-on research project in which they build and test their own theories of organizational behavior.
- Instructor, Responsible Conduct of Research Georgia Tech Fall (2015)
 - Description: In this 4-week course, first year PhD students learned the critical facets of conducting and disseminating research. Major topics included human subjects research, collaborative research, data management, authorship and publication, peer review, and research misconduct.
- Instructor, Research Methods Georgia Tech Spring (2015)
 - Description: In this course, undergraduate students learned how to think critically about psychological research, and how to design a research study, carry out data collection, analyze data, and report results. Student teams completed hands on research projects, which were featured in an end-of-semester poster session at Georgia Tech.
 - Evaluation: Median overall effectiveness rating was a 4.9 out of 5 (student rated)
- Teaching Assistant, Leveraging Social Networks Georgia Tech Spring (2013)
 - Description: This course was part of the Honors program at Georgia Tech. Students learned concepts, insights, and techniques to help diagnose and design social networks.
 - Activities: I taught software and analysis, demonstrated during each class period, worked closely with students on three lab assignments, and wrote and graded exams and assignments.
 - Course Instructor: Leslie DeChurch, lesliedechurch@gmail.com
- Teaching Assistant, Managing Technology Grenoble Ecole de Management Fall (2011)
 - Description: This course was a Master's level course on the management of technology and innovation in established firms and start-ups.
 - Activities: Students participated in a semester-long group project in which they had to work with students from other universities to develop an innovate solution to a global issue. I planned and developed the project materials. The project was part of a larger NSF funded research endeavor with George Mason University and Georgia Tech. As a visiting scholar, I spent several months with the Masters students in order to facilitate its completion

AWARDS AND SCHOLARSHIPS

- Young Investigator Award (Sept 2017 – Sept 2020). Exploring effective coordination structures and functioning in multiteam systems. Army Research Office (ARO).

- Top Four Paper Award at the annual conference for the National Communication Association (2015) for paper titled, “The effect of entrainment of group processes on multiteam system effectiveness.”
- Best Conference Poster Award at the annual conference for the Interdisciplinary Network for Group Research (INGRoup; 2015) for poster titled, “Enabling teams to self-assemble: The MyDreamTeam builder.”
- Goizueta Fellowship, Georgia Institute of Technology (August 2013-May 2016)
 - Activities: Volunteer in various on and off-campus initiatives to increase the prevalence of Hispanic students in STEM fields.
- Lead Fellowship, Georgia Institute of Technology (August 2014-May 2016)
 - Activities: Assist in the development and execution of a team leadership coaching program to help student organizations build better, stronger, teams.
- Visiting scholar, Department of International Business, Grenoble Ecole de Management, Grenoble, France (September 2011-November 2011). Faculty supervisor: Dr. Barthelemy Chollet.
 - Activities: Spent several months facilitating the completion of a semester-long project in conjunction with Georgia Tech and George Mason University

FUNDING

- Principal Investigator, Young Investigator Award (Sept 2017 – Sept 2020). Exploring effective coordination structures and functioning in multiteam systems. Army Research Office (ARO) Contract Number: W911NF-17-1-0444, Start Date: Sept, 19, 2017. Award: \$360k.
- Lead Graduate Research Assistant (May 2015- August 2017). *Theory & data driven approaches for understanding the assembly and interaction networks of high performance teams*. Army Research Office (ARO). Contractor, N. (PI), Uzzi, B. (Co-PI), DeChurch, L. A. (Co-PI).
- Graduate Research Assistant (May 2015 – August 2017). *Team task switching in astronaut crews on the international space station: Integrating multiteam membership, multiteam systems, multitasking, and multidimensional networks to monitor and enable functional work shifts in astronaut crews*. National Aeronautics and Space Administration (NASA) Award Number: NNX15AK73G. DeChurch, L. A. (PI), Contractor, N. (Co-PI), Mesmer-Magnus, J. R. (Co-PI). Award: \$1,049,667.00, Start Date: May 12, 2015.
- Lead Graduate Research Assistant (August 2012 – August 2017). *The coevolution of multi-dimensional dynamic networks of multi-team systems related to organization effectiveness: Theory development and empirical tests*. Army Research Institute (ARI). Contractor, N. (PI), DeChurch, L. A. (Co-PI). Award: \$1,057,365.00, Start Date: August 20, 2011. Project website: <http://www.delta.gatech.edu/ari.php>

- Lead Graduate Research Assistant (August, 2011 – December, 2012): *Innovate against time: Drivers and mechanisms of knowledge innovation*. National Science Foundation (NSF) Award Number: 1063901. DeChurch, L.A. (PI), Zaccaro, S.J. (Co-PI), & Fiore, S.J. (Co-PI). Award: \$499,093.00, Start Date: October 1, 2011. Project website: <http://www.delta.gatech.edu/innovate.php>
- Graduate Research Assistant (January 2011 – August 2011): *VOSS: Creating functionally collaborative infrastructure in virtual organizations*. National Science Foundation (NSF). Award Number: 0943208. DeChurch, L. A. (PI), Salas, E. (Co-PI), Kapucu, N. (Co-PI), Burke, S. (Co-PI). Award: \$400,000.00, Start Date: September 15, 2009.

SERVICE AND MENTORING

- Faculty Fellow Purdue Univ. (August 2017 – May 2018)
- Horizons Faculty Mentor Purdue Univ. (Fall 2016 & 2017)
- Student Board Member INGRoup (July 2012 – July 2014)
- Dissertation Committees
 - Jared Law-Penrose
 - Hongzhi Chen

PROFESSIONAL SERVICE

- Assisted with the development of the J. Richard Hackman Dissertation Award for the Dissertation that Most Significantly Advances the Study of Groups. Inaugural award presented at the INGRoup Annual Conference (Raleigh, NC, July 2014).
 - Award website: <http://ingroup.net/awards.html>
- Assisted with planning and coordination of the following event funded through NSF Research Coordination Network (RCN) Award (# 1244737): “INGRoup doctoral consortium” (Atlanta, GA, July 2013).
 - Event website: <http://www.delta.gatech.edu/INGRoup.php>
- Conference co-coordinator—*Bridging the Great Divide: Advancing the science of multiteam systems through international collaboration* (Lake Como, Italy, October 2012). Small group meeting on the topic of multiteam systems. Co-sponsored by: The European Association of Work and Organizational Psychology (EAWOP), NSF, and INGRoup.
 - Conference website: <http://www.delta.gatech.edu/EAWOP.php>