

Jennifer Feitosa, Ph.D.

Claremont McKenna College • Department of Psychological Sciences
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ACADEMIC POSITIONS

Claremont McKenna College

Associate Professor of the Psychological Science Department 07/22-Current
Assistant Professor of the Psychological Science Department 07/19- 06/22

Claremont Graduate University 09/19-Current

Extended Faculty of Division of Behavioral & Organizational Sciences

IE University (Madrid campus), Spain 08/22- 06/23

Visiting Professor of the Management Department

Universidad Carlos III de Madrid, Spain (U.S. Scholar Fulbright) 08/22- 06/23

Visiting Scholar of the Department of Business Administration

Brooklyn College, City University of New York 08/15- 06/19

Assistant Professor of the Psychology Department

Graduate Center, City University of New York 05/18- 06/19

Doctoral Faculty of the Industrial-Organizational Psychology Program

Universitat de Barcelona, Spain 06/18

Visiting Scholar of the Psychology Department (Erasmus Mundus)

EDUCATIONAL BACKGROUND

Ph.D. University of Central Florida, Orlando, FL 2015
Industrial-Organizational Psychology
Dissertation Title (Funded by U.S. Army Laboratory; Chair: Dr. Eduardo Salas):
Can Mutual Trust Explain the Diversity-Performance Relationship? A Meta-Analysis

M.S. University of Central Florida, Orlando, FL 2013
Industrial-Organizational Psychology

B.S. University of Central Florida, Orlando, FL 2010
Psychology (Cum Laude; major GPA: 4.00)
Honors in the Major Thesis (Chair: Dr. Eduardo Salas):
When Do Team Members Share? The Importance of Openness to Diversity and Perceived Ethnic Similarity

HONORS AND AWARDS

- CMC Faculty Research Grant Award 2024
- U.S. Scholar Fulbright Award 2023
- 2022 JBP Reviewer of the Year Award (out of 350+ candidates) 2022
- CMC Anti-Racism Faculty Fellow 21-22
- METRICS Lab won CMC's Organization Community Excellence Award 2022
- Nominated for the CMC's Faculty Community Excellence Award 2022
- Nominated to the Publons Early Career Reviewer Choice Award 2018
- Erasmus Mundus Scholarship in WOP Psychology 2018
- Finalist of J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups (INGRoup – Interdisciplinary Network for Group Research) 2016
- Carolyn Dexter Best International Paper Award at AoM finalist 2014

PUBLICATIONS

(† equal authorship; * undergraduate or graduate student co-author)

Peer-Reviewed Journal Articles

1. Feitosa, J., Grossman, G., Kramer, W. S., & Salas, E. (revise & resubmit). Unlocking team potential: The dynamics of diversity and performance. *Group & Organization Management*.
2. Solis, L., *Guerrero, P., & Feitosa, J. (revise & resubmit). Aquí se trabaja el triple: A review of Latinas at work. *Applied Psychology: An International Review*.
3. Feitosa, J., Davis, A. S., *Fernández Castillo, G., Burke, C. S., Natale, A., & *Harmata, R. K. (in press). Adapt, endure, succeed: Profiling extreme teams. *Team Performance Management*.
4. *Murali, M., *Varuma, R., *Almeida, A. M., & Feitosa, J. (2025). Beyond borders: Unpacking the key cultural factors shaping adaptation and belonging abroad. *Social Sciences*, 14(11), 667.
5. Feitosa, J. (2025). The relevance of glocal support for DEIB: A mixed-method approach. *Equality, Diversity and Inclusion: An International Journal*, 44(9), 159-183.

Provisionally selected for the Best Researcher Award by Research Data Analysis (RDA)

6. Feitosa, J., *Almeida, A., & *Ishee, T. (2025). Microaggressions in the workplace: A guide for managers. *Merits*, 5(2), 10-29.
7. Handke, L., Costa, P., & Feitosa, J. (2024). How virtual are we? Introducing the team perceived virtuality scale. *Journal of Business and Psychology*, 40(2), 455-478.

8. *Harmata, R., *Argote, N., Romain, R., & **Feitosa, J.** (2024). Igniting progress: SIOP's role in advocating DEI policy change. *Industrial and Organizational Psychology*, 17(4), 516-519.
9. *Shirley, S. L., & **Feitosa, J.** (2024). Challenging assumptions: Gender, peer evaluations, and the broken rung in leadership trajectories. *Merits*, 4(3), 263-276.

Highlighted in the journal's webpage due to high rates of downloads

10. **Feitosa, J.**, Davis, A. S., Romain, R., & *Delice, F. (2023). Team membership change events: Processes that support gender diverse teams. *Small Group Research*, 10464964231209924.
11. **Feitosa, J.**, *Hagenbuch, S., *Patel, B., & *Davis, A. (2022). Performing in diverse settings: A diversity, equity, and inclusion approach to culture. *International Journal of Cross Cultural Management*. <https://doi.org/10.1177/14705958221136707>
12. *Khoobchandani, N., *Shania, S., *Davis, A. S., & **Feitosa, J.** (2022). The brighter side effects: Identification and attainment. *Industrial and Organizational Psychology*, 15(1), 126-129. <https://doi.org/10.1017/iop.2021.140>
13. *Davis, A. S., *Kafka, A., González-Morales, M. G., & **Feitosa, J.** (2022). Team belonging: Integrating teamwork and diversity training through emotions. *Annual Review of Small Group Research*, 53(1), 88-127. <https://doi.org/10.1177/10464964211044813>
14. *Kafka, A. M., *Avery, A. Y., *Almendarez, K. E., *Ishee, T. Z., *Hong, L., *Rangel, L. J., *Davis, A. S., & **Feitosa, J.** (2021). Pandemic meets race: An added layer of complexity. *Industrial Organizational Psychology*, 14(1-2), 202-205. <https://doi.org/10.1017/iop.2021.34>

Media coverage by CMC News

15. Grossman, R., Salazar, M., **Feitosa, J.**, & Salas, E. (2021). Cross-cultural perspectives on collaboration: Differences between the Middle East and the United States. *Journal of Business Research*, 129, 2-13. <https://doi.org/10.1016/j.jbusres.2021.02.031>
16. Dinh, J. V., Reyes, D. L., *Kayga, L., *Lindgren, C., **Feitosa, J.**, & Salas, E. (2021). Virtual team trust: Leader insights for virtual settings. *Organizational Dynamics*, 50(1), 100846. <https://doi.org/10.1016/j.orgdyn.2021.100846>
17. *Kilcullen, M. P., **Feitosa, J.**, & Salas, E. (2021). Insights from the virtual team science: Rapid deployment during COVID-19. *Human Factors*. <https://doi.org/10.1177/0018720821991678>
18. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2020). Measuring team trust: A critical and meta-analytic review. *Journal of Organizational Behavior*, 41(5), 479-501. <https://doi.org/10.1002/job.2436>

Recognized as JOB's Top Cited Article 2020-2021

19. *Davis, A., *Van Sickle, S., *Shirley, S., & **Feitosa, J.** (2020). Publish or perish, but what about Practice? *Industrial and Organizational Psychology*, 13(3), 312-315. doi:10.1017/iop.2020.57
20. **Feitosa, J.**, & Salas, E. (2020). Today's virtual teams: Adapting lessons learned to the pandemic context. *Organizational Dynamics*. doi: 10.1016/j.orgdyn.2020.100777

Media coverage by SIOP (Top Ten Work Trends Quarterly Updates)
21. **Feitosa, J.**, Verhoeven, D. C., Shuffler, M. L., & Wiper III, D. W. (2020). Political skills across healthcare leaders: A longitudinal study. *Journal of Leadership and Organizational Studies*. doi: 10.1177/1548051820956651
22. *Delice, F., *Rousseau, M., & **Feitosa, J.** (2019). Advancing teams research: What, when, and how to measure team dynamics over time. *Frontiers in Psychology*, 10, 1-20. <https://doi.org/10.3389/fpsyg.2019.01324>
23. [†]**Feitosa, J.**, [†]Grossman, R., & [†]Salazar, M. R. (2018). Debunking key assumptions about teams: The role of culture. *American Psychologist*, 73(4), 376-389. <http://dx.doi.org/10.1037/amp0000256>

Media coverage by APA Monitor on Psychology
24. Grossman, R., & **Feitosa, J.** (2018). Team trust over time: Modeling reciprocal and contextual influences in action teams. *Human Resource Management Review*, 28(4), 395-410. doi: <http://dx.doi.org/10.1016/j.hrmr.2017.03.006>
25. **Feitosa, J.**, Lacerenza, C. N, Joseph, D. L., & Salas, E. (2017). Ethnic identity measurement: Examining its validity and reliability. *Psychological Assessment*, 29(9), 1129-1142. doi: <http://dx.doi.org/10.1037/pas0000346>
26. Kramer, W. S., Shuffler, M., **Feitosa, J.** (2017). The world is not flat: Examining the interactive multidimensionality of culture and virtuality in teams. *Human Resource Management Review*. doi: <http://dx.doi.org/10.1016/j.hrmr.2016.12.007>
27. Salazar, M. R., **Feitosa, J.**, & Salas, E. (2017). Diversity and team creativity: Exploring underlying mechanisms. *Group Dynamics: Theory, Research, and Practice*, 21(4), 187-206. <http://dx.doi.org/10.1037/gdn0000073>
28. Gregory, M. E., Sonesh, S. C., **Feitosa, J.**, Benishek, L. E., Hughes, A. M., & Salas, E. (2017). Decision making on the labor and delivery unit: An investigation of influencing factors. *Human Factors*. doi: 10.1177/0018720817703740

29. *Solis, L., *Aristomene, T., **Feitosa, J.**, & *Smith, E. (2016). Taking qualitative methods a step further to teams science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi: <https://doi.org/10.1017/iop.2016.83>

30. **Feitosa, J.**, Joseph, D., & Newman, D. (2015). Crowdsourcing survey methods and measurement equivalence: A caveat about countries whose primary language is not English. *Personality and Individual Differences*, 75, 47-52. doi: <http://dx.doi.org/10.1016/j.paid.2014.11.017>

31. Newman, D., Joseph, D., & **Feitosa, J.** (2015). External validity and multi-organization samples: Levels of analysis implications of crowdsourcing and college student samples. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 214-220. doi: 10.1017/iop.2015.28

32. Sonesh, S. C., Gregory, M. E., Hughes, A. M., **Feitosa, J.**, Benishek, L. E., Verhoeven, D., . . ., & Salas, E. (2015). Team training in obstetrics: A multi-level evaluation. *Families, Systems, & Health*, 33(3), 250-261. doi: <http://dx.doi.org/10.1037/fsh0000148>

33. **Feitosa, J.**, Kreutzer, C., Kramperth, A., Kramer, W. S., & Salas, E. (2014). Expatriate adjustment: Considerations for selection and training. *Journal of Global Mobility: The Home of Expatriate Management Research*, 2(2), 134-159. doi: 10.1108/JGM-06-2013-0042

34. **Feitosa, J.**, Salazar, M., & Salas, E. (2012). Social identity: Clarifying its dimensions across cultures. *Psychological Topics*, 21(3), 527-548. doi: 95510

Reprinted in: *Individuals and Society*. Guillermo Grenier, Kendall Hunt Publishing Company, 2014

35. **Feitosa, J.**, Grossman, R., Coultas, C., Salazar, M. R., & Salas, E. (2012). Integrating the fields of diversity and culture: A focus on social identity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 371-374. 10.1111/j.1754-9434.2012.01462.x

Applied Publications

36. **Feitosa, J.**, Shuffler, M. L., & Allen, J. A. (2017). I-O Psychology education and training: Moving beyond boundaries through a global outreach. *The Industrial-Organizational Psychologist*. Retrieved from: <http://my.siop.org/tip/oct17/editor/ArtMID/13745/ArticleID/127/I-O-Psychology-Education-and-Training-Moving-Beyond-Boundaries-Through-a-Global-Outreach>

37. Burke, C. S., & **Feitosa, J.**, (2015). Team culture issues for long-duration exploration missions (No. TM - 2015 - 218587). Johnson Space Center: NASA. Retrieved from: http://ston.jsc.nasa.gov/collections/TRS/_techrep/TM-2015-218587.pdf

Book Chapters

38. *Argote, N., **Feitosa, J.**, & Gonzalez-Morales, M. G (in press). The Development of an Integrative Team Belonging Training. In R. Jacobs & D. Reynolds (Eds.), *Case Studies in I-O Psychology*. The Society for Industrial and Organizational Psychology Professional Practice Series. Oxford University Press.
39. Sim, J. J., & Feitosa, J. (2025). *Elton Mayo (1880–1949)*. In L. Koppes Bryan & A. J. Vinchur (Eds.), *Key thinkers in industrial and organizational psychology*. Routledge
40. *Rubin, G., **Feitosa, J.**, & Gonzalez-Morales, M. G. (2024). Mindfulness in Teams. In P. D. Harms & C-H. Chang (Eds.), *Stress and well-being in teams. Research in occupational stress and well-being* (Vol. 22). Emerald Publishing Limited.
41. *Benda, A. N., Kramer, W. S., *Baak, M. E., & **Feitosa, J.** (2023). Understanding trust in virtual work teams. In L. Gilson, T. O'Neill, and T. M. Maynard (Eds.), *Handbook of Virtual Work* (pp. 305-324). Edward Elgar Publishing.
42. *Argote, N., *Darlington, C., **Feitosa, J.**, & Salas, E. (2023). Bouncing back as a virtual team: essential elements of virtual team resilience. In L. Gilson, T. O'Neill, and T. M. Maynard (Eds.), *Handbook of Virtual Work* (pp. 325-346). Edward Elgar Publishing.
43. **Feitosa, J.**, *Kusado, K., *Schnabel, E., Hartnell, C. A., & Keyton, J. (2022). Cultural Change: Ecological Origins, Trajectories, and Management. In J. Keyton (Ed.), *Culture 2.0: The Intersection of National and Organizational Culture* (pp. 63-82). Peter Lang.
44. Keyton, J., **Feitosa, J.**, & Taras, V. (2022). Research Methods for National Culture and Organizational Culture: Multiple Research Perspectives. In J. Keyton (Ed.), *Culture 2.0: The Intersection of National and Organizational Culture* (pp. 63-82). Peter Lang.
45. **Feitosa, J.**, & Sim, J. (2020). I-O Psychology around the World: A Snapshot of Historical Roots. In L. Koppes Bryan (Ed.), *Historical perspectives in industrial and organizational psychology* (2nd ed., pp. 63-82). Routledge/Taylor and Francis Group.
46. Burke, C. S., *Moavero, J., & **Feitosa, J.** (2020). Towards an understanding of training requirements for multicultural teams in long duration spaceflight. In L. B. Landon, K. J., Slack, & E. Salas (Eds.), *Psychology and human performance in space programs: Research at the frontier*. (pp. 171-190). Boca Raton, FL: CRC Press.
47. **Feitosa, J.**, & *Fonseca, A. (2020). Teamwork: Education and training in healthcare. In J. Paige, S. Sonesh, Garbee, & Bonnano (Eds.), *Comprehensive healthcare simulation – Interprofessional team training and simulation* (pp. 49-63). Springer.
48. *Ninan, P., **Feitosa, J.**, & *Delice, F. (2019). Developing an effective diversity training intervention: Best practices and challenges. In R. D. Roscoe, E. K. Chiou, & A. R. Wooldridge

(Eds.), *Advancing diversity, inclusion, and social justice through human systems engineering*. (pp. 276-294). Boca Raton, FL: CRC Press.

Book won the “Outstanding Academic Titles” recognition by Choice for the 2020 OAT Awards

49. **Feitosa, J.**, Salas, E., & Borges-Andrade, J. E. (2018). Industrial, Work, and Organizational Psychology in Latin America. In Anderson, Viswesvaran, Sinangil, & Ones (Eds.), *Handbook of industrial, work, and organizational psychology* (pp. 149-158), SAGE.
50. **Feitosa, J.**, *Solis, L., & Grossman, R. (2017). The influence of culture on team dynamics. In E. Salas, W. B. Vessey, & L. B. Landon (Eds.), *Research on managing groups and teams* (pp. 209-230). Emerald Publishing Limited.
51. Burke, C. S., **Feitosa, J.**, Salas, E., & Gelfand, M. (2017). Measuring collaboration in cross-cultural contexts. In A. A. von Davier, P. C. Kyllonen, & M. Zhu (Eds.), *Innovative assessment of collaboration* (pp. 185-207). Cham, Switzerland: Springer International Publishing AG.
52. **Feitosa, J.**, & Salas, E. (2017). Training for Expatriate. In Y.Y. Kim (Ed.), *International encyclopedia of intercultural communication*. doi: <https://doi.org/10.1002/9781118783665.ieicc0191>
- Media coverage by Rice News
53. Salas, E., Salazar, M. R., **Feitosa, J.**, & Kramer, W. (2014). Collaboration and conflict in work teams. In B. Schneider & K. M. Barbera (Eds.), *Handbook of organizational climate and culture: An integrated perspective on research and practice* (pp. 382-399). New York, NY: Oxford University Press.
54. **Feitosa, J.**, Spencer, J., & Salas, E. (2013). Decision making in work teams: The role of voice. In R. Burke & C. L. Cooper (Eds.), *Voice and whistleblowing in organisations* (pp. 137-165). Northampton, MA: Edward Elgar.
55. Gregory, M. E., **Feitosa, J.**, Driskell, T., Salas, E., & Vessey, W. B. (2012). Designing, delivering, and evaluating team training in organizations: Principles that work. In E. Salas, S. I. Tannenbaum, D. Cohen, & G. Latham (Eds.), *Developing and enhancing high-performance teams: Evidence-based practices and advice* (pp. 441-487). San Francisco, CA: Jossey-Bass.
56. Weaver, S. J., **Feitosa, J.**, Salas, E., Seddon, R., & Vozenilek, J. A. (2012). The theoretical drivers, models, & competencies of team performance for patient safety (pp. 3-26). In E. Salas (Ed.), *Improving Patient Safety through Teamwork and Team Training*. New York, NY: Oxford University Press.

Media coverage by UCF News

Conference Proceedings

57. Handke, L., Costa, P., & **Feitosa, J.** (2024). Development and validation of the team perceived virtuality scale. In *Academy of Management Proceedings*. Chicago, IL.

Designated as AoM program's "Best Papers" (top 10%)

58. **Feitosa, J.**, *Davis, A. S., Delice, F., & Romain, R. (2021). When a team member leaves: Adapting to compositional disruptions. In *Academy of Management Proceedings*. Virtual.

59. Burke, C.S., **Feitosa, J.**, & Salas, E. (2015). The unpacking of team models in GIFT. In R. Sottilate & A. M. Sinatra (Eds.), *Proceedings of the 3rd Annual Generalized Intelligence Framework for Tutoring (GIFT) Users Symposium* (pp. 49-59). Orlando, FL: Army Research Laboratory. Retrieved from: https://books.google.com/books?hl=en&lr=&id=EaeDDAAAQBAJ&oi=fnd&pg=PA49&dq=The+unpacking+of+team+models+in+GIFT&ots=643uFtHqTr&sig=fmyt_cfQ3DTc6MFVVZtY2H3SrMg#v=onepage&q=The%20unpacking%20of%20team%20models%20in%20GIFT&f=false

60. **Feitosa, J.**, Cruz, D., Lacerenza, C. N., Moynihan, L. E., & Salas, E. (2014). Multigroup ethnic identity measure: An investigation of its psychometric properties. In *Academy of Management Proceedings*. Philadelphia, PA. doi: 10.5465/AMBPP.2014.17619abstract

Finalist of Carolyn Dexter Best International Paper Award

61. **Feitosa, J.**, Kreutzer, C., Kramperth, A., Kramer, W., & Salas, E. (2014). Expatriate adjustment: Considerations for selection and training. In *Academy of Management Proceedings*. Philadelphia, PA. doi: 10.5465/AMBPP.2014.16465abstract

GRANT EXPERIENCE

Sustaining Performance Amidst Rapid Change and Kinship (SPARK) in Teams

- Principal investigators: Jennifer Feitosa (PI)
- Funding agency: Army Research Institute (ARI) \$407,200 (white paper invited for full submission, under review)

Development and Validation of a Family-Building Friendly Climate Scale

- Principal investigators: M. Gloria Gonzalez-Morales, Alyssa Birnbaum, Jennifer Feitosa, and Barbara Junisbai (PIs)
- Funding agency: BLAIS Award, Claremont Graduate University \$24,663 (funded, BLAIS AWARD # TBD)

Maximizing Global Mobility: The Role of Social Networks in Enhancing Belonging Abroad

- Principal investigators: Jennifer Feitosa

- Student Research Assistant: Mrdah Murali
- Keck Center, \$6,500 (pending publication)

A Team-Based Approach to Anchor DEI-Topics in Introduction to Psychology Courses

- Principal investigators: Jennifer Feitosa & Stacey Doan (PIs)
- Funding agency: Dean of the Faculty's Claremont McKenna College, \$40,000 (funded)

Reducing After-Hours Availability Expectations to Promote Well-Being Among Professional Workgroups

- Principal investigators: Lacie Barber, Lauren E. Luykendall, and Alecia Santuzzi (PIs)
- Jennifer Feitosa (Teams Consultant)
- Funding agency: National Science Foundation \$282,820 (not funded)

Integrative Team Belonging Training: A Cross-Cultural Development and Validation

- Principal investigators: Jennifer Feitosa (PI), Patricia Costa, M. Gloria Gonzalez-Morales, and Ramon Rico (Co-PIs)
- Funding agency: Society of Industrial Organizational Psychology \$5,000 (funded)

Professional Development Network Grant: Latinx-Centered

- Principal investigators: M. Gloria Gonzalez-Morales (PI), Javier Rodriguez and Jennifer Feitosa (Co-PIs)
- Funding agency: The Claremont Colleges \$2,500 (funded)

Untangling the Diversity-Teamwork Paradox through Relational Networks and Training

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: National Science Foundation, \$521,685 (not funded)

Homophily in International Teamwork: Understanding International Affairs

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: Keck Center's Faculty Research Grant on Race and International Affairs, Claremont McKenna College \$7,100 (funded)

How We Thrive at Work

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: Berger Institute, 2021 Berger Faculty Grants Program, Claremont McKenna College \$5,000 (funded)

Design and (Virtual) Implementation of an Integrative Team Belonging Training

- Principal investigators: M. Gloria Gonzalez-Morales (PI), Jennifer Feitosa (Co-PIs)
- Funding agency: BLAIS Award, Claremont Graduate University \$19,500 (funded, BLAIS AWARD GR250072-FD212-CC22020)

Professional Development Network Grant: Parenting at the Claremont Colleges

- Principal investigators: Jennifer Feitosa (PI), Menna Bizuneh, Kendall Cotton Bronk, Stacey N. Doan, Virginie A. Duzer, Alfred Flores, Chiu-Yen Kao, and Shannon Gray Randolph (Co-PIs)
- Funding agency: The Claremont Colleges \$2,500 (funded)

The Dynamics of Culture: From an Intersectionality Perspective to Teamwork

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: U.S. Army Research Institute (ARI) \$365,000 (not funded)

Untangling the Diversity-Performance Link: A Meta-Analysis of Team Cognition

- Principal investigator: Jennifer Feitosa (PI)
- Funding agency: PSC-CUNY Research Award (Traditional A) \$3,483 (funded)

Multicultural Training for Long Duration Space Exploration: Developing and Validating Effective and Efficient Training and Refresher Countermeasures

- Principal investigators: Jennifer Feitosa (PI), Rebecca Grossman, and Eduardo Salas (Co-PIs)
- Invited to submit Step-2 proposal
- Funding agency: NASA (Opportunity # NNJ14ZSA001N-MIXEDTOPICS) \$975,000 (not funded)

Supporting Technology for Increasing Cultural Understanding among Crew Members in Spaceflight*

- Investigators: Eduardo Salas (PI), Maritza R. Salazar, C. Shawn Burke, Kimberly A. Smith-Jentsch, and Joan Rentsch (Co-PIs),
- Collaborators: Jessica L. Wildman and Jennifer Feitosa
- Funding agency: NASA (Opportunity #NNX09AK48G), \$400,000 (not funded)

TEACHING EXPERIENCE

*Note: undergraduate-level classes unless noted

Associate Professor

Leading Teams with a DEI Lens Seminar	Claremont McKenna College
Introduction to Statistics for Psychological Science	Spring 2025
Organizational Psychology	Spring 2025

Visiting Professor

Leading People and Teams (MBAs)	IE Business School
Diversity, Equity, and Inclusion Workshops (MBAs)	Spring 2024

<i>BLAIS Visiting Professor</i>	Claremont Graduate University
Introduction to Meta-Analysis	Spring 2023
<i>Associate (US Scholar Fulbright) Professor</i>	Universidad Carlos III de Madrid
Organizational Behavior	Spring 2023
<i>Assistant Professor</i>	Claremont McKenna College
Diverse Teams Consulting (small group)	Spring 2022
Diversity, Equity, and Inclusion Measurement (small group)	Spring 2021
Diverse Teams at Work Seminar	Spring 2020, 2021
Organizational Psychology	Spring 2020, 2022
Introduction to Statistics for Psychologists	2019-2021
<i>Erasmus Mundus Visiting Scholar</i>	Universitat de Barcelona
Thesis Statistical Analysis (WOP Master's)	Summer 2018
<i>Assistant Professor</i>	Brooklyn College, CUNY
Concepts and Methods of I/O Psychology (I/O Master's)	2016-2018
Managing Diversity in the Global Economy (I/O Master's, MBAs)	2015-2018
Quantitative Methods of I/O Psychology (I/O Master's)	Spring 2016
Introduction to Industrial-Organizational Psychology	2016-2018
<i>Instructor</i>	University of Central Florida
Psychology of Diversity	Fall 2013
<i>Undergraduate Teaching Assistant</i>	University of Central Florida
Research Methods	Fall 2009

INVITED TALKS

1. **Feitosa, J.** (2025, November). The Secrets of Virtual Teams Webinar for Team Leader Instruction Manual (TLIM) Team Coaching Accreditation, Virtual.
2. **Feitosa, J.** (2025, October). Keynote Speaker: Fostering a Psychologically Safe Environment. At the Intersection (ATI) Dialogue Series at Baltimore, MD, United States.
3. **Feitosa, J.** (2025, October). Belonging (or Not) in Teams. Berger Institute's Fall Advisory Board Meeting at Claremont McKenna College, CA, United States.
4. **Feitosa, J.** (2025, June). Diverse Teams Trajectory. Summer Research Program Research Talk Series at Claremont McKenna College, CA, United States.
5. **Feitosa, J.** (2025, February). Building Better Teams Through Attraction, Selection, and Attrition. I/O Psychology Speaker Series at the University of Central Florida, Virtual.

6. **Feitosa, J.** (2024, December). Unlocking the Power of Diverse Teams. CMC Connects for Claremont McKenna College Alumni and Parents, Virtual.
7. **Feitosa, J.** (2024, September). The Dynamic Force: What Drives the Magic of Diverse Teams?. I/O Psychology Research Colloquium for Hofstra University, Virtual.
8. **Feitosa, J.** (2024, May). Demystifying the SIOP Awards Process: A Panel Discussion with SIOP's Women's Inclusion Network (WIN) Committee. Society for Industrial and Organizational Psychology Annual Conference, Virtual.
9. **Feitosa, J.**, González-Morales, M. G., Costa, P., & Rico, R. (2024, April). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
10. **Feitosa, J.** (2023, June). The Nuances of Diverse Teams: What's in the Black Box?. Seminar given at the IE University, Madrid, Spain.
11. **Feitosa, J.** (2023, June). Teamwork Workshop. Invited speaker for Teams seminar. Universidad Politécnica de Madrid, Spain.
12. **Feitosa, J.** (2023, June). The Future of Work. Invited speaker for Work remotely: Succeeding in the new workplace class. Geneva Business School, virtual.
13. **Feitosa, J.** (2023, April). Homophily: Birds of a Feather Flock Together or Opposites Attract? Seminar selected given at the Fulbright Crossing the Strait Seminar in Tangier, Morocco.
14. **Feitosa, J.** (2022, November). Diverse Teams: Finding the Balance. Individual Presentation selected given at the Fulbright Spain Research Seminar in Madrid, Spain.
15. **Feitosa, J.**, & Gonzalez-Morales, M. G. (2022, August). Approaches and methods for promoting DEI in the workplace. Professional Development Workshop facilitator for Claremont Evaluation Center, Virtual.
16. **Feitosa, J.** (2022, January). Strategies for Building Inclusive Classrooms: Curriculum, Pedagogy, and Assessment Understanding Diverse Teams. Guest panelist for the Teaching at CMC: Excellence, Innovation, and Technology panel, Virtual.
17. **Feitosa, J.** (2021, November). Understanding Diverse Teams. Guest speaker at George Mason University, Virtual.
18. **Feitosa, J.** (2021, November). The Application Process. Honored panelist for the Diversifying IO Psychology Virtual Conference (SIOP), Virtual.
19. **Feitosa, J.** (2021, September). METRICS Lab: Purpose and Projects. Guest panelist for the Org Talks panel for Faculty Panel at CGU, Virtual.

20. Gonzalez-Morales, M. G., & **Feitosa, J.** (2021, August). Approaches and Methods for Promoting DEI in the Workplace. Professional Development Workshop facilitator for Claremont Evaluation Center, Virtual.
21. **Feitosa, J.** (2021, July). Trust in the Digital Age: A Diversity Angle. Invited panelist of the Professional Development Workshop for the 81st Annual Meeting of the Academy of Management, Virtual.
22. **Feitosa, J.** (2021, July). Trust between Individuals and Organizations. Guest facilitator of the Professional Development Workshop for the 81st Annual Meeting of the Academy of Management, Virtual.
23. **Feitosa, J.** (2021, June). Equity Measurement. Early career guest presenter at the Technology and Measurement Around the Globe conference, Virtual.
24. **Feitosa, J.** (2020, June). Teaching, Research, and Service: What is the Overlap? Guest speaker talk given at Claremont McKenna College: Summer Research Program, Claremont, CA, United States.
25. **Feitosa, J.** (2021, April-May). Training in Healthcare: Novel Approaches and Emerging Challenges in COVID-19 Era. Guest panelist at the 37th annual meeting of the Society of Industrial Organizational Psychology, Virtual.
26. **Feitosa, J.** (2020, November). From Diversity to Inclusion: Research & Practice. Guest panelist for Berger Institute Claremont McKenna College, Claremont, CA, United States.
27. **Feitosa, J.** (2020, September). Faculty Introduction Video for Org Talks Faculty Panel at CGU, Claremont, CA, United States.
28. **Feitosa, J.** (2020, June). Manuscript Submission: The Behind the Scenes. Guest speaker talk given at Claremont McKenna College: Summer Research Program, Claremont, CA, United States.
29. **Feitosa, J.** (2019, November). Diverse Teams: What Path Should We Take? Guest speaker talk given at Claremont Graduate University: Org Talks, Claremont, CA, United States.
30. **Feitosa, J.** (2018, June). The Nuances of Diverse Teams. Guest speaker talk given at Universitat de Barcelona, Barcelona, Spain.
31. **Feitosa, J.** (2017, November). What Industrial-Organizational (I/O) Psychology is All About. Guest speaker at Introduction to Psychology, Brooklyn College, NY, United States.
32. **Feitosa, J.** (2017, October). Team Trust and Other Culturally Diverse Team Challenges. Guest speaker at Pro Seminar: Master's in Experimental Course, Brooklyn College, NY, United States.

33. **Feitosa, J.** (2017, April). Mediation Analysis: Theoretical and Statistical Analysis. Guest speaker at Quantitative Methods of I/O Psychology: Master's in I/O Psychology Course, Brooklyn College, NY, United States.
34. **Feitosa, J.** (2016, November). What Do We Know about Diverse Teams? Presented at Colloquium Series of the Bridges to the Baccalaureate Program, New York, NY, United States.
35. **Feitosa, J.** (2016, November). Measurement Nuances of Ethnic Identity. Guest speaker at Pro Seminar: Master's in Experimental Course, Brooklyn College, NY, United States.
36. **Feitosa, J.** (2016, April). Graduate School Workshop. Panelist, hosted by Department of Psychology at Brooklyn College, NY, United States.
37. Sonesh, S., Salas, E., Benishek, L. E., **Feitosa, J.**, Gregory, M. E., Hughes, A. M. (2013, November). Strategic Teamwork for Obstetrics Rapid Response Crisis Scenarios (STORRCS): A Rapid Response Team Quality Improvement Initiative and Supporting Toolkit for Improving the Safety of Obstetric and Neo-Natal Healthcare Services. Presented at Shands Medical Center, Jacksonville, FL, United States.
38. **Feitosa, J.**, Glerum, D., Grossman, R., & Joseph, D. (2013, April). Homophily: A Meta-Analysis. Presented at the Psychology Department Brown Bag at the University of Central Florida, Orlando, FL, United States.
39. **Feitosa, J.**, Brown, D., & Smith-Jentsch, K. A. (2012, November). The Meaning of Personality Traits across Races. Presented at the Psychology Department Brown Bag at the University of Central Florida, Orlando, FL, United States.
40. **Feitosa, J.**, Xavier, L., & Kramer, W.S. (2011, September). What are IO Masters and PhD Programs Like? A Graduate Student Perspective. Presented at the Psi Chi Meeting at the University of Central Florida, Orlando, FL, United States.

PROFESSIONAL PRESENTATIONS

(*indicates graduate or undergraduate student co-author)

1. **Feitosa, J.**, Costa, P., & *Argote, N. (2026, under review). Revisiting the ABCs of virtual team effectiveness: A meta-analysis.
2. *Almeida, A., *Varuma, R., *Murali, M., Zhou, S. & **Feitosa, J.** (2026, under review). Legitimacy, backlash, and the instability of corporate DEI.
3. *Nguyen, Q., *Nguyen, J., Rousseau, M., Grossman, R., & **Feitosa, J.** (2026, under review). Temporal and dyadic perspectives on diversity, trust, and performance.

4. *Gupta, N., *Rajagopal, M., *Nguyen, Q., Birnbaum, A., & **Feitosa, J.** (2026, under review). Expanding the lens: An inclusive review of family-building in the workplace
5. Birnbaum, A., Junisbai, B., Long, N., González-Morales, M. G., & **Feitosa, J.** (2026, under review). Family-building friendly climate scale development.
6. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2025, July). Unlocking team potential: The dynamics of diversity and performance. Poster presented at the 2025 Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Rotterdam, the Netherlands.
7. Costa, P., **Feitosa, J.**, & *Argote, N. (2025, July). Wired for success: A meta-analysis of virtual teams. Poster presented at the 2025 Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Rotterdam, the Netherlands.
8. *Almeida, A., *Murali, M., *Varuma, R., **Feitosa, J.** (2025, May). *Role of social networks in expatriate success and adaptation in a globalized world*. Poster at the Western Psychological Association 2025 Conference, Las Vegas, NV, United States.
9. **Feitosa, J.** (2025, April). *¡Para la Cultura! Embracing and Leveraging Latine Culture in Industry and Academia*. Guest panelist at the 38th annual meeting of the Society of Industrial Organizational Psychology, Denver, CO, United States.
10. **Feitosa, J.** (Co-Chair), Fernández Castillo, G. (Co-Chair), & Ferdman, B (Discussant) (2025, April). *Fostering inclusivity and resilience: Approaches to measurement and team training*. Co-chair at a Symposium for the 38th annual meeting of the Society of Industrial Organizational Psychology, Denver, CO, United States.
11. *Argote, N., **Feitosa, J.**, González-Morales, G., & Rico, R. (2025, April). *Fostering belonging in diverse teams through an integrative training program*. Symposium for the 38th annual meeting of the Society of Industrial Organizational Psychology, Denver, CO, United States.
12. *Almeida, A., *Nguyen, Q., Davis, A. S., *Fernandez Castillo, G., Burke, C. S., & **Feitosa, J.** (2025, April). *Extreme teams: Aligning research insights with practical needs*. Poster at the 38th annual meeting of the Society of Industrial Organizational Psychology, Denver, CO, United States.
13. *Dastgheib, M., Solis., L., MacInnis, C., O'Neill, T., *Harmata., R. & **Feitosa, J.** (2025, April). *Status Perception as the Key Driver of Microinequities in STEM*. Poster at the 38th annual meeting of the Society of Industrial Organizational Psychology, Denver, CO, United States.
14. **Feitosa, J.**, Rousseau, M., & Grossman, G. (2024, October). *From Surface to Depth: Untangling Perceptions of Team Diversity in Teams*. In-progress paper for the 1st meeting of Working Together: Equity, Diversity, and Inclusion in Organizations, Calgary, AB, Canada.

15. **Feitosa, J.**, Costa, P., & *Argote, N. (2024, April). *Virtual teams success: A meta-analysis*. Symposium to be conducted at the 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
16. *Harmata, R. (Co-Chair), Li, S. (Co-Chair), **Feitosa, J.**, Jankovic, R., Farmer, B., McDonald, D., & Brooks, T.E.R. (2024, April). *Measuring inclusion, microaggressions, and belonging: Translating theory into practice* [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
17. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2023, May). *Diverse teams meta-analysis: Resolving the paradox*. Roundtable conducted at the 2023 Madrid Work & Organizations Workshop, Madrid, Spain.
18. Costa, P., Handke, L., & **Feitosa, J.** (2022). *Team perceived virtuality: Scale development and validation*. Symposium conducted at the 2022 Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Hamburg, Germany.
19. *Benda, A., Kramer, W. S., & **Feitosa, J.** (2022). *Understanding trust in virtual work teams*. Symposium conducted at the 2022 Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Hamburg, Germany.
20. **Feitosa, J.**, *Khoobchandani, N., *Benzing, M., & *Davis, A. S. (2022, April 28-30). *A measure of equity in the workplace: Development and validation* [Invited Presentation in a Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
21. **Feitosa, J.**, Grossman, R., Kramer, W. S., & *Sharma, S. (2022, April 28-30). *The importance of knowledge elaboration in diverse teams: A meta-analytic review* [Invited Presentation in a Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
22. *Davis, A. S., *Argote, N., González -Morales, M. G., & **Feitosa, J.** (2022, April 28-30). *An integrative emotions-based team diversity training* [Invited Presentation in a Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
23. **Feitosa, J.**, *Davis, A. S., *Delice, F., & Romain, R. (2021). *When a team member leaves: Adapting to compositional disruptions*. Symposium presented at the 81st annual meeting of the Academy of Management.
24. *Davis, A. S., *Kafka, A., Rousseau, M., & **Feitosa, J.** (2021). *The importance of team trust for diverse teams*. Paper presentation at the WPA 2021 Convention, Virtual Conference.
25. *Reyes, D., & **Feitosa, J.** (Co-chairs) (2021). *COVID-19 pandemic on teams: How crises impact teamwork processes and outcomes*. Symposium presented at the 37th annual meeting of the Society of Industrial Organizational Psychology.

26. *Delice, F., Romain, R., *Davis, A. S., & **Feitosa, J.** (2021). *Gender diversity and turnover: The importance of adaptation*. Symposium presented at the 37th annual meeting of the Society of Industrial Organizational Psychology.
27. *Kafka, A. M., *Davis, A. S., Rousseau, M., & **Feitosa, J.** (2021). *Peer appraisal biases: The power of homophily*. Symposium presented at the 37th annual meeting of the Society of Industrial Organizational Psychology.
28. *Kilcullen, M. P., **Feitosa, J.**, *Rangel, L., & Salas, E. (2021). *Rapid deployment of virtual teams during COVID-19: Evidence-based tips*. Symposium presented at the 37th annual meeting of the Society of Industrial Organizational Psychology.
29. *Birnbaum, A., *Smith, D., & **Feitosa, J.** (2021). *Navigating the abrupt shift to virtual work teams during COVID-19*. Symposium presented at the 37th annual meeting of the Society of Industrial Organizational Psychology.
30. *Davis, A., *Shirley, S., **Feitosa, J.**, & Kramer, W. (2020). *Looking within for creativity: A latent profile analysis of intercultural communication*. Paper presentation at the annual meetings of the WPA 2020 Convention, Virtual Conference. <https://www.xcdsystem.com/wpa/program/UPRXIE5/index.cfm>
31. *Davis, A., *Snell, O., *Delice, F., & **Feitosa, J.** (2020). *Can we keep the team knowledge around? Exploring gender diversity and turnover*. Poster presentation at the annual meetings of the WPA 2020 Convention, Virtual Conference. <https://www.xcdsystem.com/wpa/program/UPRXIE5/index.cfm>
32. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2020). *Measuring team trust: Guidelines based on a meta-analysis*. Symposium presented at the 36th annual meeting of the Society of Industrial Organizational Psychology, virtual platform.
33. **Feitosa, J.**, Shuffler, M.L., & Allen, J. A. (2018). *A global outreach to understand I/O education and training*. Roundtable hour presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
34. *Rousseau, M., & **Feitosa, J.** (2018). Does the type of diversity matter? Real worker's reactions. Poster presented at the 30th APS Annual Convention, San Francisco, CA.
35. *Harmata, R., *Rousseau, M., & **Feitosa, J.** (2018). *Understanding self-construal in context of group identity*. Poster presentation at the 2018 National Conference on Undergraduate Research (NCUR) at the University of Central Oklahoma, Edmond, OK.
36. **Feitosa, J.**, Kramer, W.S., Salas, E., & *Roberts, S. (2018). *Are you concerned? Cultural profiles to achieve creative outcomes*. Symposium presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.

37. **Feitosa, J.**, Grossman, R., & Salazar, M. R. (2018). *Teamwork: How culture challenges what we know*. Symposium presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
38. **Feitosa, J.**, & Dinh, J. V. (Co-Chairs) (2018). *Understanding culture's consequences: Thinking outside of the methodological box*. Symposium presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
39. *Ortiz, R., *Solis, L., & **Feitosa, J.** (2018). *Enhancing multicultural team identity: Leadership and communication processes*. Poster presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
40. Dinh, J. V., & **Feitosa, J.** (Co-Chairs) (2018). *Crossing cultures and bridging the science-practice divide*. Symposium presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
41. *Romain, R., **Feitosa, J.**, *Delice, F., & *Rousseau, M. (2018). The effects of team membership change: Transactive memory systems and motivation. Poster presented at the 33rd annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
42. *Solis, L., & **Feitosa, J.** (2017). *The role of communication for multicultural team's leadership and identity*. Symposium conducted at the 12th Annual Conference of the Interdisciplinary Network for Group Research (INGroup), Saint Louis, MO.
43. *Habib, T., **Feitosa, J.**, Shuffler, M., Tappert, T. N., & Wilson, S. L. (2017). *Political skills across healthcare professionals: A measurement equivalence study*. Poster presented at the 29th Applied Psychological Science Annual Convention, Boston, MA.
44. **Feitosa, J.**, & Grossman, R. (Co-Chairs) (2017). *Studying the dynamics of team dynamics*. Symposium presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.

Selected for Human Resources Certification Credits

45. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2017). *Team trust and performance: A meta-analysis of measurement idiosyncrasies*. Symposium presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
46. Kramer, W. S., & **Feitosa, J.** (Co-Chairs) (2017). *Beyond culture's consequences: How to move forward*. Panel presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.

47. Marlow, S. L., & **Feitosa, J.** (Co-Chairs) (2017). *Team-related constructs: How and what to measure?* Symposium presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
48. Woods, A. L., Scotese, T., **Feitosa, J.**, & Burke, C. S. (2017). *The what, how, and when of team feedback delivery.* Symposium presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
49. Grossman, R., & **Feitosa, J.** (2017) *Team trust over time: A theoretical model and propositions.* Symposium presented at the 32nd annual meeting of the Society of Industrial Organizational Psychology, Orlando, FL.
50. *Solis, L., **Feitosa, J.**, & Grossman, R. (2016). *The impact of culture to team dynamics: A multi-phasic model.* Symposium conducted at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.
51. *Harmata, R., *Rousseau, M., & **Feitosa, J.** (2016). *The ups and downs of team dynamics.* Poster presented at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.
52. *Habib, T., **Feitosa, J.**, Shuffler, M., Tappert, T. N., & Wilson, S. L. (2016). *Political skills across healthcare professionals: A measurement equivalence study.* Poster presented at the 2016 Annual Department of Psychology In-House Conference, Brooklyn, NY.
53. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *What's in the black box of the diversity-performance relationship? A meta-analysis investigating the role of team trust.* Symposium conducted at the 11th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.
54. **Feitosa, J.** (Chair) (2016). *Affective-motivational processes.* Symposium conducted at the 11th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.
55. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *Diversity, trust, and performance: A quantitative review of important team constructs.* Poster conducted at the 20th Anniversary Faculty Day Conference, Brooklyn, NY.
56. *Aristomene, T., & **Feitosa, J.** (2016). *Managing multinational teams: institutional, cultural, and contextual influences.* Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.
57. *Romain, R., *Edmunds, K., & **Feitosa, J.** (2016). *Outgroup bias: Would that be the dark side of religious identity?* Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.

58. *Silnik, J., & **Feitosa, J.** (2016). *Multinational teams: Cultural and contextual influences*. Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.

59. *Solis, L., & **Feitosa, J.** (2016). *Collective leadership and group identity: The role of communication in multicultural teams*. Poster presented at the 2016 Science Day at Brooklyn College, Brooklyn, NY.

60. **Feitosa, J.**, & Salazar, M. (Co-Chairs) (2016). *Current state of diverse teams: Going beyond the diversity-performance link*. Symposium conducted at the 31st annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.
Featured at ioatwork.com as well-researched and practically-relevant
Selected for Human Resources Certification Credits

61. **Feitosa, J.**, Grossman, R., Kramer, W. S., & Salas, E. (2016). *Can team trust explain the diversity-performance relationship? A meta-analysis*. Symposium conducted at the 31st annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.

62. *Aristomene, T., *Solis, L., & **Feitosa, J.** (2015). *Leadership advancement of minorities in the workplace*. Symposium conducted at the 2015 Annual Department of Psychology In-House Conference, Brooklyn, NY.

63. Burke, C. S., **Feitosa, J.**, Salas, E. (2015). *The unpacking of team models in GIFT*. Symposia by Army Research Laboratory, Orlando, FL.

64. Burke, C. S., & **Feitosa, J.** (2015). *Team culture issues for long-duration exploration missions*. NASA Human Research Program Investigators' Workshop, Galveston, TX.

65. **Feitosa, J.**, Burke, C. S., Salas, E., Holden, H., & Johnston, J. (2015). *Relative importance of teamwork features: A meta-analytic path analysis*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

66. **Feitosa, J.**, Burke, C. S., & Salas, E. (2015). *Exploring cultural diversity in space exploration: The role of context*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

67. Lacerenza, C.N., Marlow, S., Guler, C., **Feitosa, J.**, & Salas, E. (2015). *Predictive power of cognition: A meta-analytic structural equation model*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

68. Burke, C. S., & **Feitosa, J.** (October, 2014). *Team culture issues for long-duration exploration missions*. NASA Briefing, Galveston, TX.

69. **Feitosa, J.**, Cruz, D., Lacerenza, C. N., Moynihan, L. E., & Salas, E. (August, 2014). *Ethnic identity: Measurement equivalence studies across ethnicities and time*. Symposium conducted at the Academy of Management.

Finalist of the 2014 Carolyn Dexter Best International Paper Award

70. **Feitosa, J.**, Kreutzer, C., Kramperth, A., Kramer, W., & Salas, E. (August, 2014). *Expatriate adjustment: Considerations for selection and training*. Symposium conducted at the Academy of Management.

71. **Feitosa, J.**, Glerum, D., Grossman, R., & Joseph, D. (May, 2014). *A meta-analytic investigation of homophily*. Poster presented at the 29th annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.

72. Glerum, D., **Feitosa, J.**, Grossman, R., & Joseph, D. (May, 2014). *The role of similarity measurement in understanding homophily: A meta-analysis*. Poster presented at the 29th annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.

73. Sonesh, S.C., Salas, E., Benishek, L.E., **Feitosa, J.**, Gregory, M.E., Hughes, A.M. (January, 2014). *Strategic teamwork for obstetrics rapid response crisis scenarios*. Presented at the Florida Healthcare Simulation Alliance (FHSA) Conference, Altamonte Springs, FL.

74. **Feitosa, J.**, Joseph, D., & Newman, D. A. (April, 2013). *Is crowdsourcing worthwhile? Measurement equivalence across data collection techniques*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

75. **Feitosa, J.**, Moynihan, L. E., Lacerenza, C. N., Cruz, D., & Salas, E. (April, 2013). *Examining the factor structure of the multigroup ethnic identity measure*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

76. Grossman, R., **Feitosa, J.**, Salas, E., Pavlas, D., & Rosen, M. A. (April, 2013). *Optimizing demonstration-based training in management education contexts through instructional features*. Poster presented at the 28th annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

77. **Feitosa, J.**, Salazar, M. R., & Salas, E. (May, 2012). *Idea generation across ethnicities*. Poster presented at the Congresso Brasileiro de Psicologia Organizacional e do Trabalho (CBPOT), Rio de Janeiro, RJ, Brasil.

78. **Feitosa, J.**, Salazar, M. R., & Salas, E. (March, 2012). *Ethnic diversity in teams: Consequences to idea generation*. Poster presented at the 33rd Annual Industrial-Organizational Psychology and Organizational Behavior (IOOB) conference, Orlando, FL.

79. **Feitosa, J.**, Salazar, M. R., & Salas, E. (March, 2012). *The impact of superordinate and subgroup identities on creativity*. Symposium conducted at the 33rd Annual Industrial-Organizational Psychology and Organizational Behavior (IOOB) conference, Orlando, FL.
80. Carter, N. T., Griffith, R. L., **Feitosa, J.**, Moukarzel, R., Kung., M-C., Lawrence, A. D., & O'Connell, M. S. (April, 2012). *Explaining and predicting non-invariance across cultures using cultural uncertainty avoidance*. Symposium presented at the 27th annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
81. Coultas, C., Grossman, R., **Feitosa, J.**, Salas, E., & Carter, N. (April, 2012). *Training for cultural competence: A meta-analysis*. Poster presented at the 27th annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
82. Salas, E., Burke, C. S., Salazar, M., & **Feitosa, J.** (July, 2011). *Creativity in multicultural teams: The role of dual identification*. Paper presented at the MURI brownbag, University of Central Florida, Orlando, FL.
83. Coultas, C., Grossman, R., **Feitosa, J.**, Salas, E., & Carter, N. (July, 2011). *Training for differences: A meta-analysis exploring what works and what doesn't in diversity and cross-cultural training*. Poster presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup), Minneapolis, MN.
84. Salazar, M., Coultas, C., Grossman, R., & **Feitosa, J.** (Co-Chairs) (April, 2011). *Culture and diversity: Current and future theoretical and practical approaches*. Panel conducted at the 26th annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
85. Salazar, M., **Feitosa, J.**, & Salas, E. (Oct., 2010). *Creativity in multicultural teams: The role of dual identification*. Paper presented at the MURI review, University of Maryland, College Park, MD.
86. **Feitosa, J.**, Salazar, M. R., & Salas, E. (July, 2010). *Shared ethnic identity: The role of surface-level similarities and information sharing*. Poster presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup), Washington D. C.
87. **Feitosa, J.**, & Salas, E. (April, 2010). *Shared ethnic identity: The role of surface-level similarities and information sharing*. Poster presented at the Showcase of Undergraduate Research Excellence, Orlando, FL.

PROFESIONAL EXPERIENCE

Data Science Academic Advisor
Multinational Corporation (20,000+ Employees)

August 2021 – Current

- Identify the ideal work-week span for employees
- Utilize machine learning models to predict engagement
- Provide recommendations for new programs and future research

Management Consultant

August 2017 – Current

Businesses (Local and Global Levels) and Government Agencies

- Assess teamwork and diversity needs
- Provide recommendations to maximize team and diversity outcomes
- Design and deliver diverse teams and DEI training

Graduate Research Assistant

August 2010 – July 2015

Institute of Simulation and Training

3100 Technology Parkway Orlando, FL

- Conduct in-depth literature reviews, engage in theory development, and develop data analysis plans
- Lead and support grant-funded experimental and field studies
- Prepare manuscripts for submission to journals and conferences
- Manage project teams (e.g., train coders, supervise RAs, write reports, etc.)

Intern for Industrial-Organizational Psychology

May 2012 – August 2012

Institute of Simulation and Training

3100 Technology Parkway Orlando, FL

- Developed checklists for conduction and implementation of simulation-based team training as well as debriefing for Veteran's Affairs project
- Assisted in the writing of core principles, checklists, and a chart of team training over time
- Supported the development of an observational protocol for use in data collection at Florida Hospital

SERVICE IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

Editorial Board:

- Journal of Business and Psychology (JBP)
- Small Groups Research (SGR)
- Team Performance Management (TPM)

Ad Hoc Reviewer:

- Journal of Management (JOM)
- American Psychologist (AP)
- Psychological Assessment (PA)
- Human Resources Management Review (HRMR)
- Frontiers: Organizational Psychology

- Journal of Cross-Cultural Psychology (JCCP)
- Team Performance Management (TPM)
- Journal of Global Mobility (JGM)
- Journal of Trust Research (JTR)
- International Journal of Cross Cultural Management (IJCCM)
- Society for Industrial-Organizational Psychology (SIOP)
- Academy of Management (AoM)

Service to the College & Industrial-Organizational Psychology Field:

- Chair of the Diversity Committee at CMC, 2025-Present
- Chair of the Women's Inclusion Network (WIN) Visibility & Engagement subcommittee at the Society for Industrial-Organizational Psychology (SIOP), 2024-2025
- Women's Inclusion Network (WIN) committee member at the Society for Industrial-Organizational Psychology (SIOP), 2023-2024
- Reviewer of Introduction to Industrial-Organizational Psychology (Authors: Ronald E. Riggio & Stefanie K. Johnson), 2024
- Diversifying I/O Psychology (DIP) committee member at the Society for Industrial-Organizational Psychology (SIOP), 2022-2023
- International Affairs committee member at the Society for Industrial-Organizational Psychology (SIOP), 2021-2022
- Administration Committee at CMC, 2020-2022
- Diversity Committee at CMC, 2020-2022
- Chair of Education & Training International subcommittee at the Society for Industrial-Organizational Psychology (SIOP), 2017-2019
- Science Day Judge at Brooklyn College, 2017-2019
- Faculty for NIH-funded Bridges to the Baccalaureate Program, 2016-2019
- Admissions Committee at Brooklyn College, 2015-2019
- Curriculum/Executive Committee at Brooklyn College, 2015-2019
- Applied Social Psychology Search Committee at Brooklyn College, 2018
- Member of Education & Training International subcommittee at the Society for Industrial-Organizational Psychology (SIOP), 2016-2017

Student Organization Involvement:

- Faculty Co-Sponsor of Psych Club and Psi Chi at CMC, 2020-2022
- Faculty Advisor of Graduates of Industrial-Organizational Psychology (GIOP), 2015-2019
- Student Professionals of Industrial-Organizational Psychology (SPIOP) treasurer, 2011-2013

- Columnist and part of the editorial board for the first student-organized newsletter (i.e., I/Opener), 2013
- Industrial-Organizational Psychology and Organization Behavior (IOOB) committee chair, 2012
- Panelist to provide insight about the I/O MS and PhD Programs at PsiChi meeting, 2011

STUDENTS SUPERVISED

Doctoral Committee Member

- Argote, Nohelia. *Allyship training: Developing and validating an intervention*. Spring 2023
- Smith, Christine. *The role of self-disclosure in improving workplace cross-race mentoring outcomes*. Fall 2018
- Marira, Tiwi. *Colorism in Assessor Ratings: Exploring the roles of Social Dominance Orientation, Metaphorical Associations and Skin Tone Stereotypes*. Fall 2018
- Baker, Christine. *Leadership and Transactive Memory Systems*. Spring 2016

Graduate Research Assistants

- Davis, Alicia. *Lab Manager*. Spring 2019-Spring 2022
- Delice, Fabrice. *Team Membership Change*. Spring 2017-Fall 2019
- Rousseau, Moira. *Teamwork Over Time*. Summer 2017- Fall 2019
- Argote, Nohelia. *Diverse Teams Climate*. Spring 2017-Fall 2018
- Roberts, Stacey. *Emerging Cultural Differences*. Summer 2017-Fall 2018
- Ortiz, Robert. *Diversity Training Review*. Spring 2017- Spring 2018
- Fonseca, Adrian. *Teamwork in Healthcare*. Spring 2017- Spring 2018
- Solis, Lorena. *Leadership and Multicultural Identity*. Fall 2015-Spring 2018
- Romain, Reggie. *Transactive Memory Systems*. Fall 2015-Spring 2017
- Aristomene, Theresa. *Multinational Teams Practices*. Fall 2015-Fall 2016
- Fitzgerald, Katie. *Perspective Taking*. Fall 2016
- Brendle, Lauren. *Culture Over Time*. Fall 2016
- Stewart, Genéa. *Support in Organizations*. Summer 2016

Undergraduate Research Assistants

- Baghadi, Charlene. *The Interplay of Gender and Humor in the Workplace*. Fall 2024
- Guaman, Sinthya. *Bridging Generations: Designing Inclusive DEI Strategies for A Multi-Generational Workforce*. Fall 2024
- Sharma, Shania. *The Effects of Authenticity Training to Teams*. Fall 2021-Spring 2022
- Shirley, Saskia. *The Importance of Team Composition*. Fall 2021
- Snell, Olivia. *Faultlines and Trust Violations*. Fall 2020-Spring 2021
- Rangel, Lilian. *Racial-Gender Intersect in NGOs*. Spring 2020-Spring 2021

• Ninan, Preeya. <i>Diversity Training</i> .	Spring 2018-Fall 2018
• Rodriguez, Jonathan. <i>Temporal Elements of Diversity</i> .	Spring 2017-Fall 2018
• Edmunds, Keziah. <i>Outgroup Bias and Perspective Taking</i> .	Fall 2015- Fall 2018
• Harmata, Rebecca. <i>Self-Concept Evaluations</i> .	Spring 2016-Spring 2018
• Smith, Ebony. <i>Culture Differences in Space</i> .	Summer 2016-Spring 2017
• Rousseau, Moira. <i>Ups and Downs of Diversity</i> .	Spring 2016-Spring 2017
• Habib, Tuba. <i>Team Trust and Identity</i> .	Summer 2016-Spring 2017
• Silnik, Joshua. <i>Global Work Challenges</i> .	Fall 2015-Summer 2016
• Francisco, Kim. <i>Trust in Teams</i> .	Spring 2016
• Heilborn, Luiza. <i>Measurement Equivalence in Healthcare</i> .	Summer 2016

PROFESSIONAL AFFILIATIONS

- Society for Industrial-Organizational Psychology (SIOP)
- Interdisciplinary Network for Group Research (INGRoup)
- Academy of Management (AoM)
- European Association of Work and Organizational Psychology (EAWOP)
- American Psychological Association (APA)