
Education

- Dual Ph.D.** **Michigan State University, Summer 2023**
Organizational Psychology / Computational Mathematics
Dissertation Topic: *The Emergence and Dynamics of Team Coordination Processes.*
Dissertation Committee: Kevin Ford (Chair; Psychology), Steve Kozlowski (Psychology), John Hollenbeck (Management), Michael Murillo (Math), Ekaterina Rapinchuk (Math)
- M.A.** **Michigan State University, Summer 2020**
Organizational Psychology
Master's Thesis: *Social Mechanisms of Leadership Emergence: A Computational Evaluation of Leadership Network Structures*
Thesis Committee: Steve Kozlowski (Chair), Richard DeShon, Zack Neal
- 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:

- *Emergence*: studying the complex process-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*: I use formal mathematic and computational models to study the process mechanisms underlying psycho-social phenomena prominent in a team's setting.
- *Social Network Analysis*: I 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

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

<ul style="list-style-type: none">• Exemplary Impact and Relevance to DoD Research Objectives – <i>NDSEG</i>	7/2022
<ul style="list-style-type: none">• Graduated with Honors in Psychology and University Studies	5/2017
<ul style="list-style-type: none">• Outstanding Undergraduate in Mathematics – <i>USU Department of Mathematics</i>	4/2017
<ul style="list-style-type: none">• First Place USU ACM – <i>USU CS Department Coding Competition</i>	3/2017
<ul style="list-style-type: none">• Lillywhite Scholarship – <i>Merit-Based University Scholarship</i>	4/2016
<ul style="list-style-type: none">• Morse Scholarship – <i>Merit-Based Honors Program Scholarship</i>	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).

Griffin, D. (2016). *Assessing neuronal activation using c-Fos immunohistochemistry in BDNF-Met mice during an attentional regulation task*. Honors Research Fund, Utah State University. Status: Funded (amount: \$500).

Griffin, D. (2016). *Understanding schizophrenia through study of impaired latent inhibition in BDNF-Met mice*. Undergraduate Research and Creative Opportunity, Utah State University. Status: Funded (amount: \$2,000).

Griffin, D. (2016). *Computational modeling of latent inhibition*. Undergraduate Research and Creative Opportunity, Utah State University. Status: Funded (amount: \$1,000)

Peer-Reviewed 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>

Invited Presentations

- Griffin, D.** (2023). *Performance Optimization in Teams: The Roofline Model of Performance*. [Virtual Colloquium Presentation]. University of Houston IO Psychology Program, Houston, TX, United States.

Conference Presentations

- Griffin, D. J.** (2023). The role of dynamic social feedback in supporting in situ coordination. [Conference session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Griffin, D.**, Somaraju, A., Olenick, J., Pyram, R., DeShon, R. (2022, August 5-9). *The Interdependent Systems Theory of Collective Performance: An Integrative Theory of Teamwork* [Conference session]. Academy of Management Annual Conference. Seattle, WA, United States.
- Hemsley, R., **Griffin, D.**, Frank, K. (2022, August 5-9). *Beyond Agreement, Aggregation, and Centrality: Selection and Influence in Multilevel Theory* [Conference session]. Academy of Management Annual Conference, Seattle, WA, United States.
- Burgess, B., **Griffin, D.** (2022, August 5-9). *Mean Dependence and Systematic Bias in Studies of Social Hierarchy in Teams* [Conference session]. Academy of Management Annual Conference, Seattle, WA, United States.
- Griffin, D.** (2022, July 24-28). *Maximizing Team Resilience and Performance A mathematical study of team coordination* [Poster session]. National Defense Science and Engineering Annual Conference, Boston, MA, United States.

Award: First Place Presentation in Cognitive, Neural, and Behavioral Sciences area – *Exemplary Impact and Relevance to DoD Research Objectives*

- 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 Research Programs, Salt Lake City, UT, United States.
- Griffin, D.,** Geiser, C., & Shiffman, S. (2016, April 18). *Variability in smokers' mood states pre- and post-quitting: A latent state-trait analysis* [Conference session]. Rocky Mountain Psychological Association Annual Conference, Denver, CO, United States.
- Griffin, D.,** Geiser, C., & Shiffman, S. (2015, April 9). *Variability in smokers' mood states pre- and post-quitting: A latent state-trait analysis* [Poster session]. Student Research Symposium, Logan, UT, United States
- Award:** First Place Undergraduate Poster Presentation
- Griffin, D.,** & Brown, D. (2014, November 1). *A Bigger Badder Petersen Graph* [Conference session]. Utah Regional Undergraduate Mathematics Conference, Orem, UT, United States.

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

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
<ul style="list-style-type: none">• Told by multiple students that I was the best TA they have ever had	

Mentoring

Masters Committee Member (In Progress): Jenna Bowker, Michael Hopkins, Stephanie Boettcher	
Fellowship Application Mentor: MSU/USF Psychology Department	9/2020 – Present
<ul style="list-style-type: none">• 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 CMSE Department	9/2020 – 12/2020

Professional Involvement and Community Service

Ad Hoc Reviewer

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| <ul style="list-style-type: none">• Journal of Business and Psychology | 9/2023 – Present |
| <ul style="list-style-type: none">• Organizational Research Methods | 10/2020 – Present |

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

- **President:** Psychology Department Graduate Student Council (2022-2023)
- 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: <i>Department of Defense</i>	9/2020 – Present
Talent Analytics Associate: <i>Jackson National Life Insurance</i>	5/2020 – 8/2020
Internal Organization Change Consultant: <i>Michigan State University</i>	8/2019 – 5/2020
Graduate Teaching Assistant: <i>Michigan State University</i>	8/2018 – 7/2019
Software Engineer: <i>Focused Support LLC</i>	7/2017 – 8/2018
Mentor: <i>Catalyst Preparatory Academy (Residential Treatment Center)</i>	1/2017 – 2/2017

Skills

Communication and Team Skills

- Experience teaching communication, teamwork and interpersonal skills
- Experience in interdisciplinary, team-dependent work situations
- Experience presenting technical information to multidisciplinary audiences

Languages

- English (native)
- Korean (proficient)
- ASL (basic knowledge)

Software Development

- Full-stack software developing
- High-Performance Computing / Parallel Programming (OpenMP, MPI)
- Proficiency in: Mplus, Python, R, Java, C, C++, Java Script, C#, MATLAB, SPSS, SQL
- Software testing (manual/automated)

Data Science

- Social Network Analysis
- Dynamic Modeling
- Computational Modeling
- Monte Carlo Simulations

Machine Learning / Advanced Statistical Analysis