

Professional Vita

August 2014

I. Personal

Matthew (Matt) S. Prewett, PhD
Assistant Professor
Psychology Department
Sloan 203

Phone: 989-774-6282
Fax: 989-774-2553
E-mail: prewe1ms@cmish.edu

II. Education

PhD 2009 *University of South Florida, Tampa FL*
Specialty: Industrial/Organizational (I/O) Psychology
Dissertation: Training teamwork in medical teams: An active approach with role play and feedback

M.A. 2007 *University of South Florida, Tampa FL*
Specialty: Industrial/Organizational (I/O) Psychology
Thesis: Clarifying the cohesion-performance relationship in teams: Backup behavior as a mediating mechanism

B.A. 2002 *Emory University, Atlanta GA*
Major: Psychology
Minor: History

III. Employment History (Professional Positions)

08.2010-current Assistant Professor
Department of Psychology
Central Michigan University, Mount Pleasant, MI

Spring 2010 Adjunct Professor
Wayne State University, Detroit MI

IV. Creative and Scholarly Activities

Peer-reviewed publications

1. Prewett, M. S., Brannick, M. T., & Peckler, B. (2013). Training teamwork in medicine: An active approach with role play and feedback. *Journal of Applied Social Psychology, 43*(2), 316-328.
2. Honts, C., Prewett, M. S., Rahael, J., & Grossenbacher, M. (2012). The importance of team processes for different team types. *Team Performance Management, 18*, 312 – 327.
3. Prewett, M. S., Elliott, L. R., Walvoord, A. G., & Coovert, M. D. (2012). A comprehensive review and meta-analysis of vibrotactile and visual information displays. *IEEE Transactions on Systems, Man, and Cybernetics, Part C: Applications and Reviews, 42*(1), 123 – 132.
4. Brannick, M. T., Erol-Korkmaz, H. T., & Prewett, M. (2011). A systematic review of the reliability of objective structured clinical examination scores. *Medical Education, 45*, 1181-1189.
5. Prewett, M. S., Johnson, R. J., Saboe, K. N., & Coovert, M. D. (2010). Managing workload in Human-Robot Interaction: A review of empirical research. *Computers in Human Behavior, 26*(5), 840-856.

6. Prewett, M. S., Walvoord, A. G., Stilson, F. R. B., Rossi, M. E., & Brannick, M. D. (2009). The team personality-team performance relationship revisited: The impact of criterion choice, pattern of workflow, and method of aggregation. *Human Performance, 22*, 273-296.
7. Chernyshenko, O. S., Stark, S., Prewett, M. S., Gray, A., Stilson, F., & Tuttle, M. (2009). Normative scoring of multidimensional pairwise preference personality scales using IRT: Empirical comparisons with other formats. *Human Performance, 22*, 105-127.

Invited Publications

1. Prewett, M. S., Tett, R., & Christiansen, N. (2013). A Review and Comparison of 12 Personality Inventories on Key Psychometric Characteristics. In N. Christiansen & Rob Tett (Eds.), *The Handbook of Personality at Work*. Danvers, MA: Routledge.
2. Covert, M. D., Gray, A. A., Stilson, F. R. B., & Prewett, M. S. (2009). Technology and health. In S. Cartwright & C. L. Cooper (Eds.), *The Oxford Handbook of Organizational Well Being*. Oxford: Oxford University Press.

Other Publications

1. Prewett, M. S., Gray, A., Burke, J. L., Yang, L., Stilson, F. R. B., Elliott, L. R., Redden, E., & Covert, M. D. (2006). The benefits of multimodal information: A meta-analysis comparing visual and visual-tactile feedback. In *Proceedings of the International Conference on Multimodal Interfaces* (pp.333-338). New York: Association for Computing Machinery.
2. Burke, J. L., Prewett, M. S., Gray, A., Yang, L., Stilson, F. R. B., Redden, E., Elliott, L. R., & Covert, M. D. (2006). Comparing the effects of visual-auditory and visual-tactile feedback on user performance: A meta-analysis. In *Proceedings of the International Conference on Multimodal Interfaces* (pp. 108-117). New York: Association for Computing Machinery.

Manuscripts under Review

- Brown, M. I., Goswami, A., Prewett, M. S., & Christiansen, N.D. (revise and resubmit). Effects of team personality composition on member performance: A multilevel perspective. *Group and Organization Management*.
- Brown, M. I., Prewett, M. S., & Grossenbacher, M. A. (under initial review). Measuring virtuality: Distancing ourselves from geographic dispersion.
- Brown, M. I., & Prewett, M. S. (under initial review). Age attributions in virtual work: Soft bigotry of low expectations?
- Johnson, V. A., Beehr, T. A., & Prewett, M. S. (under initial review). Five classes of antecedents to employee organizational justice: A meta-analysis.
- Niec, L. N., Barnett, M., Prewett, M., Shanley, J. (under initial review). Group versus individual parent-child interaction therapy: A randomized clinical trial.
- Prewett, M. S., Brown, M. I., & Tabarovsky, S. (under initial review). Clarifying the causal relationships between team efficacy and team performance: the role of accuracy in performance perceptions.

Manuscripts in Preparation

- D'Souza, G., Prewett, M. S., & Colarelli, S. Selection for Virtual Teams. In H. Goldstein, J. Passmore, E. Salas, & C. Semedo (Eds.), *The Handbook of the Psychology of Recruitment, Selection, and Team Dynamics*. Hoboken, NJ: Wiley-Blackwell.
- Goswami, A., Tabarovsky, S., & Prewett, M. S. Differential effects of negative affectivity on attitudinal and physical symptoms.

Prewett, M. S., Quinn, J., & Attar, S. Emergent affective and motivational states in work teams: A meta-analytic investigation and path analysis.

Refereed Symposia

1. Prewett, M. S. (May, 2014) (chair). *Strategies for Improving Virtual Team Processes and Emergent States*. Symposium conducted at the 29th Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
2. Brown, M. I., Goswami, A., Christiansen, N. D., & Prewett, M. S. (2013). The relationship between work-team personality composition and performance revisited. In N. D. Christiansen (Chair), *Advances in the Use of Personality to Predict Workplace Criteria*. Symposium conducted at the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
3. Prewett, M. S., Walvoord, A. G., Taylor, A., & Covert, M. D. (April, 2008). *Predicting virtual team processes: Team personality composition and external feedback*. In S. Mohammad & K. Hamilton, (co-Chairs) *Virtual teams: Cutting edge research developments*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco, CA.
4. Chernyshenko, O.S., & Stark, S. Prewett, M. S., Gray, A., Stilson, F., & Tuttle, M. (May, 2006). *Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional forced choice personality scales using item response theory*. In S. Chernyshenko (Chair), *Innovative Response Formats in Personality Assessments: Psychometric and Validity Investigations*. Symposium conducted at the 21st annual conference for the Society for Industrial and Organizational Psychology. Dallas, TX.
5. Bratic, K., Ferrer, F., Maldonado, A., Patton, T., Prewett, M. S., & Tuttle, M. (January, 2004). *Students' perspectives on teaching: pet peeves and best practices*. Panel presented at the 26th Annual Conference of the National Institute on the Teaching of Psychology, St. Pete Beach, Florida.

Refereed Conference Presentations

1. Brown, M. I., Tabarovsky, S., & Prewett, M. S. (2012). *The effect of accuracy in team efficacy perceptions*. Poster presented at the 27th Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
2. Tabarovsky, S., Brown, M. I., Grossenbacher, M. A., Doll, N. & Prewett, M. S. (2012). *Exploring negative feedback acceptance in teams: Personality and collective efficacy*. Poster presented at the 27th Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
3. Honts, C., Rahael, J., Grossenbacher, M., & Brown, M., & Prewett, M. S. (April, 2011). *The importance of team processes for different team types*. Poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology. Chicago, IL.
4. Prewett, M. S., & Walvoord, A. G., Lowman, I., Jean, D., Phillips, A., & Hussin, M. (April, 2010). *Predicting team processes: Feedback sign and computer mediation*. Poster presented at the 25th annual conference for the Society for Industrial and Organizational Psychology. Atlanta, GA.
5. Prewett, M. S., Russell, J., Headley, S., & Compas, N. (April, 2010). *The relationship between team personality composition and teamwork processes*. Poster presented at the 25th annual conference for the Society for Industrial and Organizational Psychology. Atlanta, GA.
6. Brannick, M. T., Erol, H. T., & Prewett, M. S. (April, 2010). *A meta-analysis of the reliability of OSCE scores*. Poster presented at the 25th annual conference for the Society for Industrial and Organizational Psychology. Atlanta, GA.

7. Prewett, M. S., Saboe, K. N., Johnson, R. J., & Covert, M. D. (October, 2009). *Multi-platform control and task difficulty in human-robot interaction: A qualitative review*. Poster presented at the 50th Annual Meeting of the Human Factors & Ergonomics Society. San Antonio, TX. HFES '09.
8. Johnson, R. J., Saboe, K. N., Prewett, M. S., & Covert, M. D. (October, 2009). *Autonomy and automation reliability in Human-Robot Interaction: A qualitative review*. Poster to be presented at the 50th Annual Meeting of the Human Factors & Ergonomics Society. San Antonio, TX. HFES '09.
9. Prewett, M. S., Brannick, M. T., & Bauer, J. (August, 2007). *The team cohesion-performance relationship: causality and the role of goal commitment*. Paper presented at the Annual Meeting for the Academy of Management. Philadelphia, PA.
10. Prewett, M. S., Rossi, M. E., Gray, A. A., Stilson, F. R. B., & Tuttle, M. D. (May, 2007). *The relationship between team personality and team performance: A meta-analysis*. Paper presented at the 22nd annual conference for the Society for Industrial and Organizational Psychology. New York, NY.
11. Prewett, M. S., Gray, A. A., Burke, J., Stilson, F. R. B., Yang, L. Q., & Covert, M. D. (November, 2006). *The benefits of multimodal information: A meta-analysis comparing visual and visual-tactile feedback*. Poster presented at the 7th International Conference for Multimodal Interfaces. Banff, Canada.
12. Burke, J. L., Prewett, M. S., Gray, A., Yang, L., Stilson, F. R. L., Redden, E., Elliott, L. R., & Covert, M. D. (2006, November). *Comparing the effects of visual-auditory and visual-tactile feedback on user performance: A meta-analysis*. Poster presented at the 7th International Conference on Multimodal Interfaces, Banff, Canada.
13. Gray, A. A., Prewett, M.S., Willis, T. J., & Stilson, F. R. B. (May, 2006). *Does personality really matter? A meta-analysis of team performance and personality*. Poster presented at the 18th Annual Convention for the American Psychological Society. New York, NY.
14. Prewett, M.S., Stilson, F. R. B., Willis, T. J., Jaguszyn, N., Lineberry, M., Tuttle, M., & Covert, M. D. (May, 2006). *Team process: Its consistency and its relationship to team performance*. Poster presented at the 18th Annual Convention for the American Psychological Society. New York, NY.
15. Klein, R. H., Gray, A. A., Prewett, M.S., Willis, T. J., Stilson, F. R. B., Freeman, J., Hess, K. P., & Covert, M. D. (May, 2006). *Virtual teams: The application of critical thinking interventions*. Poster presented at the 21st annual conference for the Society for Industrial and Organizational Psychology. Dallas, TX.
16. Prewett, M. S., Willis, T. J., Jaguszyn, N., Gray, A. A., Klein, R. H., Stilson, F. R. B., Freeman, J., Hess, K., Covert, M. D. (May, 2006). *Personality antecedents to virtual team member performance*. Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.
17. Chernyshenko, O.S., & Stark, S., Prewett, M. S., Gray, A., Stilson, F., & Tuttle, M. (November, 2005). *Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional forced choice personality scales using item response theory*. Paper presented at the 47th annual conference of the International Military Testing Association. Singapore, China.
18. Gray, A. A., Prewett, M. S., Willis, T. J., Stilson, F. R. B., Hess, K. (May, 2005). *Critical thinking and team performance: Training affective dispositions and cognitive skills*. Paper presented at the 17th Annual Convention for the American Psychological Society. Los Angeles, CA.
19. Prewett, M.S., Gray, A. A., Willis, T. J., Klein, R. H., Freeman, J. (May, 2005). *Critical thinking training on a collaborative computer simulated task*. Poster presented at the 17th Annual Convention for the American Psychological Society. Los Angeles, CA.

20. Coovert, M. D., Freeman, J., Hess, K., Willis, T., Gray, A., Stilson, F. R., Prewett, M., S. & Klein, R. (October, 2005). *Factors influencing collaborative critical thinking in teams*. Poster presented at the annual meeting of the Society for Multivariate Experimental Psychology. Lake Tahoe, CA.

V. Teaching/Mentoring Experience

Undergraduate Courses

PSY 100L, Introduction to Psychology - Leadership section

PSY 211, Psychological Statistics

Graduate Courses

PSY 531, Group Dynamics (Global Campus)

PSY 614, Hierarchical Linear Modeling

PSY 636, Advanced Topics in Personnel Psychology

PSY 737, Team Performance Management

PSY 737, Technology in I/O Psychology

PSY 536, Personnel Psychology (Global Campus)

PSY 697, Directed Study for Meta-analysis

Graduate Research Supervision

Brown, M. I., Quinn, J. M., Prewett, M. S., & Grossenbacher, M. (2013). Improving team coordination: Forms of virtuality during transition processes. In M. S. Prewett (Chair), *Strategies for Improving Virtual Team Processes and Emergent States*. Symposium conducted at the 29th Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Johnson, V., Beehr, T., & Prewett, M. S. (2013). *Antecedents of employees' organizational justice: A meta-analysis*. Poster submitted to the 29th Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Brown, M. I. & Prewett, M. S. (2013). *Age attributions in virtual work: Soft bigotry of low expectations?* Poster presented at the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Grossenbacher, M. A., Kern, A. C., King, B. S., & Prewett, M. S. (2013). *The importance of team preference: Expanding a team roles theory*. Poster submitted to the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Grossenbacher, M. A., Brown, M. I., Quinn, J., & Prewett, M. S. (2013). *Distancing ourselves from geographic dispersion: An improved measure of virtuality*. Poster presented at the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Kochert, J. F., Beehr, T. A., Prewett, M. S., Schemanske, M. K., Kearns, K. L., & Ragsdale, J. M., (2013) Variable time series analysis of combat: stresses, strains, and resources. Poster presented at the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Tabarovsky, S., Goswami, A., & Prewett, M. S. (2013). *Differential Effects of Negative Affectivity on Attitudinal and Health Outcomes*. Poster presented at the 28th Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Dissertation & Thesis Committees

<i>Dissertation Chair</i>	<i>Dissertation Member</i>	<i>Thesis Chair</i>	<i>Thesis Member</i>
---------------------------	----------------------------	---------------------	----------------------

Chris Honts	Abdullah Demenci*	Matt Brown*	Ashita Goswani*
Todd Pfenninger	Jen Felber*	Mike Grossenbacher*	Andrew Speer*
Matt Brown	Jon Kochert*	Sabrina Tabarovsky*	Jon Kochert*
Sabrina Tabarovsky	Ashita Goswami*	Andrew Kern	Valerie Johnson*
		Jared Quinn	Brian Jurvelin*
		Tommy May	Ashley Ford
		Stephen Attar	Scott Alshanski
			Jae Song
Note: * indicates completion of thesis or dissertation			

Undergraduate Research Assistants

Tokugirou Bird
 Sarah Cooke
 Brian Davis (graduated)
 Nicole Doll (graduated)
 Sarah Fox (graduated)
 Zach Good (graduated)
 Matt Lenzi (graduated)
 Neil Motzer
 Ann Marie (Annie) Munro
 Holly McDonald
 Michelle Mulder
 Kaitlyn O'Callaghan (graduated)
 Lance Perkins (graduated)
 Nate Schultz (graduated)
 Marie Ann Siroskey
 Nate Swanson
 Mike Wasmiller (graduated)

VI. Grants and Contracts

External Grants and Contracts (Awarded)

- 2007 *Organizational Consultant Contract: Evaluation of multimodal devices for the Army Research Laboratory (ARL). (Total costs \$1500; \$17.50/hr).*
MDC & Associates with services performed for the Army Research laboratory
Role: Research Coordinator
- August 2003 *Presidential Fellowship Program (Total Costs: \$80,000)*
- May 2008 University of South Florida
Role: Pre-doctoral Fellow

Other Grants and Contracts (Under Preparation)

- 2013 *New Research Initiative Grant (Total Funding Requested: \$15,000)*
Central Michigan University Office of Research and Sponsored Projects
Title: *Assessing teamwork knowledge in health care: Development of a situational judgment test.*
Role: Principle Investigator

VII. Community and University Service

University-level Service

- 2013-2014 *Central Michigan University*
Leadership Council (Member)
- 2014-2015 *Central Michigan University*
Leadership Council (Chair)

College-level Service

- 2010-2011 *Central Michigan University, College of Humanities and Social and Behavioral Sciences*
Technology Committee (Member)

Professional, Intramural

- 2012-2013 *Central Michigan University, I/O program in the Department of Psychology*
Admissions Committee (Chair)
- 2011-2012,
2013-2014 *Central Michigan University, I/O program in the Department of Psychology*
Comprehensive Examinations Committee (Member)
- 2010-2011 *Central Michigan University, I/O program in the Department of Psychology*
Admissions Committee (Member)

Professional, Extramural

- 2003-Present *Society for Industrial/Organizational Psychology (division 14 of APA)*
Member
- 2005-Present *Academy of Management, Member*

Service as Peer-Reviewer

Ad Hoc Reviewer

- 2009 – Present Human Performance (Manuscripts Reviewed: 4)
2010 – Present Human Relations (Manuscripts Reviewed: 4)
2011 – Present Journal of Occupational Health Psychology (Manuscripts Reviewed: 3)
2011 IEEE Systems, Machines, & Cybernetics, part C: Applications and Reviews
2009-2013 Reviewer for the Annual Conference of the Society for Industrial and
Organizational Psychology (SIOP)