First Annual Conference
July 27 - 29, 2006

Holiday Inn Select - University Center
Pittsburgh, Pennsylvania

Sponsored in part by:
INGroup Coordinating Chair

Gwen Wittenbaum

Local Arrangements Chair

Laurie Weingart

Program Planner

Joann Keyton

Organizing Committee

Joann Keyton
Richard Kettner-Polley
Franziska Tschan
Laurie Weingart
Gwen Wittenbaum

Program Committee

Joseph Bonito
Margarete Boos
Joann Keyton
Richard Kettner-Polley
Jamie McMinn
Randall Peterson
Bruce Reinig
Franziska Tschan
Laurie Weingart
Gwen Wittenbaum

Book Exhibit

Exhibit Coordinator: Jamie McMinn
Library of Social Science Book Exhibits

Local Volunteers

Moira Burke
Terrill Frantz
Thomas Hansen
Kim Ling
Jonathan Pinto
Joe Radzevick
Anushri Rawat
## Conference Schedule at a Glance

### Thursday, July 27, 2006

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>3:00 – 6:00 pm</td>
<td>Registration</td>
<td>Lobby, Outside Schenley Ballroom</td>
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<tr>
<td>6:30 pm</td>
<td>Opening Dinner</td>
<td>Schenley Ballroom</td>
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<tr>
<td>post dinner</td>
<td>Graduate Student Gathering</td>
<td>Hotel Bar</td>
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### Friday, July 28, 2006

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00 am – noon</td>
<td>Registration</td>
<td>Lobby, outside Schenley Ballroom</td>
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<tr>
<td>8:30 – 9:45 am</td>
<td>Parallel Sessions</td>
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<tr>
<td>Session 1</td>
<td>Multinational Distributed Teams: Integrating Theory and Practice</td>
<td>Oakland I, Mezzanine Level</td>
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<tr>
<td>Session 2</td>
<td>Group Membership Change: Information &amp; Influences</td>
<td>Oakland II, Mezzanine Level</td>
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<tr>
<td>Session 3</td>
<td>Transactive Memory: Theory and Research</td>
<td>Panther, Mezzanine Level</td>
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<tr>
<td>Session 4</td>
<td>Decision Making Interaction: Textual Approaches</td>
<td>Shadyside, Mezzanine Level</td>
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<tr>
<td>9:45 – 10:05 am</td>
<td>Morning Refreshment Break</td>
<td>Lobby, Outside Schenley Ballroom</td>
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<tr>
<td>10:05 – 11:20 am</td>
<td>Parallel Sessions</td>
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<tr>
<td>Session 5</td>
<td>Improving Performance to Achieve Group Goals</td>
<td>Oakland I, Mezzanine Level</td>
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<tr>
<td>Session 6</td>
<td>Membership Issues: Creating the Collective</td>
<td>Oakland II, Mezzanine Level</td>
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<td>Session 7</td>
<td>Deliberating through Democratic Discourse</td>
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<tr>
<td>Session 8</td>
<td>Translating Group Theory in Action</td>
<td>Carnegie, Lobby Level</td>
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<tr>
<td>11:30 am – 1:00 pm</td>
<td>Luncheon – Report on State of Group Research Project</td>
<td>Schenley Ballroom</td>
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<tr>
<td>1:15 – 3:00 pm</td>
<td>Plenary Session I – Studying Groups from Different Perspectives</td>
<td>Schenley Ballroom</td>
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<tr>
<td>3:00 – 3:20 pm</td>
<td>Afternoon Break</td>
<td>Lobby level, 1st floor</td>
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<tr>
<td>3:20 – 4:35 pm</td>
<td>Parallel Sessions</td>
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<tr>
<td>Session 9</td>
<td>Group Competition and Cooperation</td>
<td>Oakland I, Mezzanine Level</td>
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<tr>
<td>Session 10</td>
<td>Time &amp; Sequence: Central Variables in Team Performance</td>
<td>Oakland II, Mezzanine Level</td>
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<tr>
<td>Session 11</td>
<td>Innovating the Study of Distributed Teams</td>
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<tr>
<td>Session 12</td>
<td>Influencing Group Decisions</td>
<td>Carnegie, Lobby Level</td>
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<tr>
<td>5:00 – 6:30 pm</td>
<td>Poster Setup</td>
<td>Schenley 5/6</td>
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<tr>
<td>6:30 pm</td>
<td>INGRoup dinner and Group Photo</td>
<td>Schenley Ballroom</td>
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<tr>
<td>Dessert and Coffee</td>
<td>Poster session</td>
<td>Schenley Ballroom</td>
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### Saturday, July 29, 2006

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<tr>
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<tbody>
<tr>
<td>8:30 – 10:10 am</td>
<td><strong>Plenary Session II</strong> – Research Methods for Studying Groups</td>
<td>Schenley Ballroom</td>
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<tr>
<td>10:10 – 10:30 am</td>
<td>Morning break</td>
<td>Lobby level, 1st floor</td>
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<td><strong>Parallel Sessions</strong></td>
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<td>Moving in New Directions: Innovative Theory</td>
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<td>Session 16</td>
<td>Together But Alone: Issues in Distributed Teams</td>
<td>Carnegie, Lobby Level</td>
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<tr>
<td>11:55 am – 1:30 pm</td>
<td>Lunch buffet – Report on conference</td>
<td>Schenley Ballroom</td>
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<td>1:40 – 2:55 pm</td>
<td><strong>Parallel Sessions</strong></td>
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<tr>
<td>Session 17</td>
<td>Outcomes and Group Effects</td>
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<td>Session 18</td>
<td>Getting It Done Together: Pushing Collaboration Theories</td>
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<td>Session 19</td>
<td>Intervention Processes: Reflection &amp; Knowledge: Process as Product</td>
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<tr>
<td>Session 20</td>
<td>Theories of Small Groups: Interdisciplinary Perspectives</td>
<td>Carnegie, Lobby Level</td>
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<td>2:55 – 3:15 pm</td>
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<td>An Interdisciplinary Conversation on Methods, Measures, and Challenges of Group Process Assessment</td>
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<td>Theory &amp; Method: A Critical Look</td>
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<td>Information Conundrums in Decision Making</td>
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<td>Questions of Confidence: Questions of Identity &amp; Implication for Self &amp; Group</td>
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<tr>
<td>4:40 – 5:40 pm</td>
<td>INGRoup Open Business Meeting</td>
<td>Oakland, Mezzanine Level</td>
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<tr>
<td>6:30 pm</td>
<td>Pittsburgh Zoo Outing &amp; Dinner <em>(wear comfortable shoes!!!)</em></td>
<td>Bus pickup -- hotel</td>
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Conference Schedule

Thursday, July 27, 2006

Registration 3:00-6:00 p.m.
Lobby level, 1st floor
Outside Schenley Ballroom

INGRoup’s Opening Dinner 6:30
Schenley Ballroom

Graduate Student Gathering
Meet Gerardo A. Okhuysen in the hotel bar after dinner

Friday, July 28, 2006

Registration 8:00 a.m to Noon
Lobby level, 1st floor
Outside Schenley Ballroom

Exhibits
Lobby level, 1st floor
Friday, July 28, 2006

8:30-9:45 Session 1  Oakland I, Mezzanine Level

**Multinational Distributed Teams: Integrating Theory & Practice**
Shuffler, M., & Connaughton, S. *Multinational distributed teams: Characteristics and assumptions.*
Zaccaro, S. J., Hildebrand, K., & Herman, J. L. *The role of leadership processes in team adaptation.*
Köhler, T. *Methodological challenges of the study of group norms in internationally distributed teams.*
Mathieu, J. *Toward a dynamic team composition framework.*
Goodwin, G. F., Discussant

8:30-9:45 Session 2  Oakland II, Mezzanine Level

**Group Membership Change: Information & Influences**
Hansen, T., & Levine, J. M. *Newcomer innovation in work teams.*
Moore, D. A., Swift, S. A., & DeVito, L. *Correspondence bias in group selection decisions: Why grade inflation works.*
Rink, F., & Ellemers, N. *The acceptance of newcomers in groups: Collective regulatory focus and newcomers’ social category membership.*

8:30-9:45 Session 3  Panther, Mezzanine Level

**Transactive Memory: Theory & Research**
Austin, J. R., & Hanke, R. *Transactive memory: Slowing down to take stock of where we are and where we need to go.*
Baumann, M. R., & Bonner, B. L. *Effects of temporal perspective on the development of transactive memory systems.*
Yoon, K. *Expertise recognition and socio-emotional experiences in multi-cultural groups.*

8:30-9:45 Session 4  Shadyside, Mezzanine Level

**Decision Making Interaction: Textual Approaches**
Boos, M. *Correlates and effects of the conversational coherence of group discussions.*
Raes, A. M. L., Glunk, U., Heijltjes, M. G., & Roe, R. A. *Images of leadership in a top management team: A qualitative and longitudinal investigation*  
Seibold, D. R., & Meyers, R. A. *Structurational group argument research: Review and critique.*

Morning Break 9:45 – 10:05  
Lobby level, 1st floor
Friday, July 28, 2006

10:05-11:20 Session 5  
Oakland I, Mezzanine Level

**Improving Performance to Achieve Group Goals**  
Antoni, C. H., & Gusherost, S. *Furthering and hindering effects of group cohesion on common group goal commitment of interdependent groups.*  
Mannarelli, T., & Soll, J. *Group decision-making and creativity of choice versus creativity of options.*

10:05-11:20 Session 6  
Oakland II, Mezzanine Level

**Membership Issues: Creating the Collective**  
Bogenstätter, Y., Tschan, F., & Marsch, S. *Acting on what one knows: Predicting the accuracy of information provided to incoming group members in a medical emergency situation.*  
Kraut, R., Ling, K., Burke, M., Butler, B., Wang, X., & Joyce, L. *Determining success in online groups.*

10:05-11:20 Session 7  
Panther, Mezzanine Level

**Deliberating through Democratic Discourse**  
Blee, K. M. *Transition points in social movement group dynamics.*  
Koniczka, S. *Talking in circles: Group interaction, communication, and deliberative democracy.*  
Van Swol, L. M. *Do extreme members talk more and talk earlier in group discussions?*

10:05-11:20 Session 8  
Carnegie, Lobby Level

**Translating Group Theory into Action**  
Ancona, D. *X-teams and the road from theory to practice.*  
Heinze, P. *Application of Tavistock group relations principles.*  
Plummer, E. *Integrating dynamical systems theory and integrative conflict resolution strategies to manage conflict in groups.*

Luncheon 11:30-1:00  
Schenley Ballroom

**Report on State of Group Research Project**  
Poole, M. S., Cho, W. Y., & Head, K. *New directions for group theory and research: A Delphi study.*
Friday, July 28, 2006

Plenary Session I -- 1:15-3:00
Schenley Ballroom

Studying Groups from Different Perspectives

**J. Richard Hackman**, Edgar Pierce Professor of Social and Organizational Psychology, Harvard University. *Conditions, levels, and processes: Three imperatives for new perspectives.*

**Richard L. Moreland**, Professor, Psychology, University of Pittsburgh. *Social psychological theories about small groups: Another revolution is coming.*

**Eduardo Salas**, Trustee Chair and Professor of Psychology, University of Central Florida. *Work teams in organizations: It takes a village.*

**Scott Poole**, Professor, Communication, University of Illinois. *The communication tradition in small group theory and research.*

**Gwen Wittenbaum**, Facilitator

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Afternoon Break 3:00-3:20
Lobby level, 1st floor
Friday, July 28, 2006

3:20-4:35 Session 9        Oakland I, Mezzanine Level

**Group Competition and Cooperation**


Proença, M. T. *Cooperation in different forms of self-managed work teams: Evidence from Portugal.*


3:20-4:35 Session 10        Oakland II, Mezzanine Level

**Time & Sequence: Central Variables in Team Performance**

Blount, S., Waller, M. J., Kaplan, S., Sanchez-Burks, J., & Phillips, S. *Interpersonal synchrony: Understanding the link between the experience of temporal alignment and team performance.*


3:20-4:35 Session 11        Panther, Mezzanine Level

**Innovating the Study of Distributed Teams**

Caya, O., Pinsonneault, A., & Mortensen, M. *Understanding virtual team performance: An integrative synthesis of research on group, information technology, and virtual context.*

Fiore, S. M., & McDaniel, R. *Building narrative theory for distributed teams.*

Köhler, T., Crantont, C. D., & Hinds, P. J. *Design and validation strategies for qualitative study of international teams.*

3:20-4:35 Session 12        Carnegie, Lobby Level

**Influencing Group Decisions**


Hinsz, V. B. *Out of bounds: Group judgments outside of the members’ initial preferences.*

Kauffeld, S. *Mood linkage in work groups—A sequential examination of interaction processes when completing optimization tasks.*

Nijstad, B. A. *Decision refusal in groups: The role of time pressure and leadership.*
1. Bell, C. S., Olivera, F., & Campeau, D. R. Efficient or distracted?: Perceptions of multitaskers in groups.
5. Facchin, S., & Tschan, F. Team reflexivity and team effectiveness: The moderating effect of task type and decision latitude.
7. Kolbe, M., & Boos, M. Coordination of decision-making groups.
8. Lei, Z. Trust but verify: Error identification and correction in teams.
11. Ren, Y. C. Project decisions and team member selection strategies: Revisiting the exploration and exploitation argument.
Saturday, July 29, 2006

Exhibits
Lobby level, 1st floor

Plenary Session II -- 8:30-10:10
Schenley Ballroom

Research Methods for Studying Groups

Amy C. Edmondson, Professor, Business Administration, Harvard Business School.  
Methodological fit in group research: Collecting qualitative data, quantitative data, or both?

David Krackhardt, Professor of Organizations, Heinz School of Public Policy and Management and Tepper School of Business, Carnegie Mellon University. Dimensions and questions for network analysis of group structure.

John M. Levine, Professor, Psychology, University of Pittsburgh. Experimental research on groups.

Renee Meyers, Professor, Communication, University of Wisconsin, Milwaukee. Analyzing group interaction: Passion, patience, and persistence required.

Laurie Weingart, Facilitator

Morning break 10:10-10:30
Lobby level, 1st floor
Saturday, July 29, 2006

10:30-11:45 Session 13  Oakland I, Mezzanine Level

Acting as One: Influences of Group Identity
Beenen, G. *From we to me: Group identity and egocentric bias in work teams.*
Carpenter, S. *A measure of entitativity: The “groupness” of groups and teams.*
Gockel, C., & Kerr, N. L. *Indispensability vs. group identification as a source of talk motivation.*

10:30-11:45 Session 14  Oakland II, Mezzanine Level

Moving in New Directions: Innovative Theory
Fine, G. A. *Small groups and collective memory.*
Hewes, D. E. *Re-imagining the role of communication in groups: Dual-level connectionist models with negative analogies.*
Mohammed, S., & Harrison, D. A. *Examining time and teams from a multilevel perspective.*

10:30-11:45 Session 15  Panther, Mezzanine Level

Leadership: Crucial & Conflicting Roles?
Fisher, C. M., Wageman, R., & Hackman, J. R. *What team leaders see: Towards an understanding of the timing of team leader interventions.*
Keyton, J., Beck, S., Dennis, M., & Kunkel, A. *Double duty in breast cancer support groups: Enacting social support and managing group process.*

10:30-11:45 Session 16  Carnegie, Lobby Level

Together But Alone: Issues in Distributed Teams
Mortensen, M., & O’Leary, M. B. *Isolation and ambiguity: Subgroup members’ perceptions of local and distant teammates in geographically distributed teams.*
Rack, O., Konradt, U., & Hertel, G. *Effects of team-based rewards in computer-mediated groups.*
Ren, Y. C., & Kraut, R. *Modeling member motivation and participation in online groups.*
Saturday, July 29, 2006

Lunch buffet 11:55-1:30; Schenley Ballroom
Report on conference

1:40-2:55 Session 17  Oakland I, Mezzanine Level

**Outcomes and Group Effects**
Bezrukova, K., Thatcher, S. M. B., & Jehn, K. A. *Consistency matters!: The multilevel effects of group and organizational climates on the faultline-outcomes link.*
Gastil, J., Burkhalter, S., & Black, L. *Group deliberation in the courthouse: Predicting deliberation, participation, and satisfaction in municipal juries.*
Radz evick, J. R., & Moore, D. A. *Myopic biases in competitions: Implications for strategic decision making.*

1:40-2:55 Session 18  Oakland II, Mezzanine Level

**Getting It Done Together: Pushing Collaboration Theories**
Nembhard, I. M. *When will we learn from each other?: Insights on interorganizational learning from health care collaborative teams.*
Sline, R. W. *The social construction of team commitment: A bona fide group perspective.*
Woolley, A. W., & Hackman, J. R. *The conditions enabling effectiveness in analytic teams.*

1:40-2:55 Session 19  Panther, Mezzanine Level

**Intervention Processes: Reflection & Knowledge: Process as Product**
Gray, B., Susman, G. I., & Ren, H. *Brokers as conflict handlers in knowledge management teams.*
Gurtner, A., Tschan, F., Semmer, N. K., & Nägele, C. *Strategy development, shared mental models, and coordinated performance: Enhancing teamwork through individual and group reflexivity.*
McMinn, J. G., & Moreland, R. L. *Reflection and performance in small groups.*

1:40-2:55 Session 20  Carnegie, Lobby Level

**Theories of Small Groups: Interdisciplinary Perspectives**
Hollingshead, A. B. *A look at groups from the functional perspective.*
Katz, N. *Applying network theory to small groups.*
Kettner-Polley, R. B. *Psychodynamic perspectives on small groups.*
Meyers, R. A. *Investigating groups from a feminist perspective.*
Poole, M. S. *Time, change, and development: Temporal perspectives in groups.*
Sell, J. *Conflict, power, and status in groups.*

Afternoon break 2:55-3:15
Lobby level, 1st floor
Saturday, July 29, 2006

3:15-4:30 Session 21
Oakland I, Mezzanine Level

An Interdisciplinary Conversation on Methods, Measures, and Challenges of Group Process Assessment
Marks, M. A. An interdisciplinary look at the group processes we study.
Mathieu, J. E. Measurement alternatives for studying group processes.
Weingart, L. R. Challenges of measuring group processes.

3:15-4:30 Session 22
Oakland II, Mezzanine Level

Theory & Method: A Critical Look
Karau, S. J., & Michalisin, M. D. Group processes and strategic management: Theoretical and methodological linkages.
Kerr, N. L. The experimental study of group motivation gains: Overview and critique of the study of the Köhler effect.
Wilson, K. A., Guthrie, J. W., Salas, E., & Burke, C. S. Dyads and triads at 35,000 feet: A look 20 years later.

3:15-4:30 Session 23
Panther, Mezzanine Level

Information Conundrums in Decision Making
Klocke, U. How to improve decision making in small groups: Dissent, preference-consistency, and unshared information.
Wittenbaum, G. M., Gockel, C., Hollingshead, A. B., & Raile, A. Disentangling two explanations for biased information exchange in mixed-motive decision-making groups.

3:15-4:30 Session 24
Shadyside, Mezzanine Level

Questions of Confidence: Questions of Identity & Implication for Self & Group
Kerschreiter, R., & Frey, D. Social identity and social exchange: Interactive effects of workgroup identification and perceived workgroup support on withdrawal from the job.

INGRoup Open Business Meeting 4:40-5:40 -- Oakland, Mezzanine Level

Pittsburgh Zoo Outing & Dinner
Bus pickup -- hotel lobby 6:30 p.m.
(wear comfortable shoes!!)
July 12-14, 2007

Michigan State University
The James B. Henry Center for Executive Development
East Lansing, Michigan

Visit www.ingroup.info for information