**Christopher R. Dishop, Ph.D.**

Tepper School of Business

Carnegie Mellon University

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**Academic Appointments**

2022 – Current Carnegie Mellon University; Tepper School of Business

*Post-Doctoral Fellow of Organizational Behavior*

2021 – 2022 Consortium of Universities & U.S. Army Research Institute

*Post-Doctoral Research Fellow*

**Education**

**Doctor of Philosophy,** Organizational Psychology,2021

Michigan State University

**Master of Arts,** Organizational Psychology**,** 2019

Michigan State University

**Bachelor of Arts,** 2016

University of San Diego

**Research Interests**

Organizational Behavior | Cooperation | Leadership | Self-Regulation | Measurement

**Publications**

Dishop, C. R., & Awasty, N. (2023). A noisy theory of asking for help that explains why many are underwhelmed with the help they receive. *Organizational Psychology Review.*

Dishop, C. R., & Good, V. (2022). A dynamic system of job performance with goals and leadership changes as shocks. *Journal of Business Research*.

Dishop, C. R. (2022). Spurious inference in consensus emergence modeling due to the distinguishability problem. *Psychological Methods*.

Olenick, J., & Dishop, C. R. (2022). Clarifying dynamics for organizational research and interventions: A diversity example. *Organizational Psychology Review.*

Griffin, D. J., Somaraju, A. V., Dishop, C. R., & DeShon, R. P. (2022). Evaluating interdependence in workgroups: A network-based method. *Organizational Research Methods*.

Dishop, C. R., & DeShon, R. P. (2021). What is the critical mass of help? A potential resolution to a paradox on citizenship and organizational performance. *Computational and Mathematical Organization Theory.*

Xu, R., DeShon, R. P., & Dishop, C. R. (2020). Challenges and opportunities in the estimation of dynamic models. *Organizational Research Methods*, *23*(4), 595-619.

Dishop, C. R., Green, A. E., Torres, E., & Aarons, G. A. (2019). Predicting turnover: The moderating effect of functional climates on emotional exhaustion and work attitudes. *Community Mental Health Journal*, *55*(5), 733-741.

**Book Chapters**

Braun, M. T., Kuljanin, G., DeShon, R. P., & Dishop, C. R. (2023). Examining survey data for potentially problematic data patterns. In L. R. Ford & T. A. Scandura (Eds.), *The SAGE Handbook of Survey Development and Application*. Sage Publishing.

Braun, M. T., Kuljanin, G., DeShon, R. P., & Dishop, C. R. (2023). Data wrangling for survey responses. In L. R. Ford & T. A. Scandura (Eds.), *The SAGE Handbook of Survey Development and Application*. Sage Publishing.

Dishop, C. R., Braun, M. T., Kuljanin, G., & DeShon, R. P. (2020). Thinking longitudinal: A framework for scientific inferences with temporal data. In Y. Griep & S. D. Hansen (Eds.), *Handbook on the Temporal Dynamics of Organizational Behavior*. Edward Elgar Publishing.

Dishop, C. R., Olenick, J., & DeShon, R. P. (2020). Principles for taking a dynamic perspective. In Y. Griep & S. D. Hansen (Eds.), *Handbook on the Temporal Dynamics of Organizational Behavior*. Edward Elgar Publishing.

**Conferences & Invited Presentations**

Dishop, C. R., Woolley, A. W., Gonzalez, C., Admoni, H., Gupta, P., & Eadeh, F. (2022). Using collaborative process metrics to predict team performance across and within missions. *DARPA Investigator’s Meeting*, New York, NY.

Dishop, C. R., Woolley, A. W., Gonzalez, C., Admoni, H., Gupta, P., & Eadeh, F. (2022). Testing the relative importance of social perceptiveness and a priori skill in predicting team performance. *DARPA Technical Exchange*, Virtual.

Dishop, C. R. (2021). What we know (and don’t) about finding meaning and being productive at work. *University of San Diego Invited Talk.*

Somaraju, A., Griffin, D., Dishop, C. R., & DeShon, R. P. (2020). The dynamics of collective performance. *Society for Industrial and Organizational Psychology Annual Meeting*, Austin, TX.

Dishop, C. R., DeShon, R. P., Kozlowski, S. W. J., & Hays, N. (2019). Perceiving the trend: How task construal shapes performance perceptions and effort. *Society for Industrial and Organizational Psychology Annual Meeting*, National Harbor, MD.

Dishop, C. R., Olenick, J., Misisco, A., Chang, C. H., & Kozlowski, S. W. J. (2019). Issues when combining different data sources. *Society for Industrial and Organizational Psychology Annual Meeting*, National Harbor, MD.

Kozlowski, S. W. J., Chang, C. H., Biswas, S., Dishop, C. R., Olenick, J., Morrison, M., & Misisco, A. (2019). Capturing the dynamics of team interaction processes. *Academy of Management Annual Meeting*, Boston, MA.

Dishop, C. R., Olenick, J., Webb, J., Kozlowski, S. W. J., Chang, C. H., & Perry, S. (2018). Algorithm validation in the application of sensor data to team processes. *NASA Human Research Program Investigators’ Workshop Annual Meeting*, Galveston, TX.

Dishop, C. R., Webb, J., Dixon, A., Olenick, J., Binsted, K., Chang, C. H., & Kozlowski, S. W. J. (2018). Signals of team dynamics. *Society for Industrial and Organizational Psychology Annual Meeting,* Chicago, IL.

Webb, J., Olenick, J., Dixon, A., Dishop, C. R., Binsted, K., Chang, C. H., & Kozlowski, S. W. J. (2017). Comparing team functioning of three teams living in the Hawaii space exploration analog. *NASA Human Research Program Investigators’ Workshop Annual meeting*, Galveston, TX.

**Teaching Experience**

***Carnegie Mellon University***

70321 Negotiation and Conflict Resolution Undergraduate; In-Person; Instructor Rating:

***Michigan State University***

235 Social Psychology Undergraduate; Virtual; Instructor Rating: 4.1/5

395 Measurement and Research Design Undergraduate; In-Person; Instructor Rating: 4.1/5

***Teaching Assistant (MSU)***

Evaluating Evidence: Becoming a smart research consumer

Social Psychology

**Professional Membership**

Academy of Management

Society for Industrial and Organizational Psychology

**Professional & Institutional Service**

MSU Alumni Committee, Fall 2017 – Fall 2020

MSU Mentoring Committee, Fall 2018 – Fall 2020

MSU Technology Committee, Fall 2016 – Fall 2018

MSU Recruitment Committee, Fall 2016 – Spring 2017

Advised Undergraduate Research

* 2023: Emilia Honey
* 2022: Ping-Ya Chao
* 2018: Sabrina Bronni
* 2017: Katie Solomon
* 2017: Tyler Matteson
* 2017: Vici Denison
* 2017: Maren O’connor
* 2016: Raven Dominguez

Ad hoc reviewer, *Computational and Mathematical Organization Theory*

Conference reviewer, *Society for Industrial and Organizational Psychology*

**Awards & Honors**

2020 Dissertation Completion Fellowship

2018 Ilgen & Schmitt Graduate Fellowship

2018 National Science Foundation Graduate Fellowship Honorable Mention

2016 Phi Beta Kappa National Honor Society

2012 – 2016 First Honors University of San Diego