

## Nevena Ivanovic

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 Fuqua School of Business  
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### ACADEMIC POSITIONS

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- 2025 – present Postdoctoral researcher and Visiting scholar  
**Duke University**  
 Fuqua School of Business
- 2022 – 2025 Postdoctoral researcher  
**University of Groningen**, Faculty of Economics and Business, department of HRM&OB
- 2022 – 2022 Visiting scholar  
**Northwestern University**  
 3-month research stay at [ATLAS lab](#), hosted by Prof. [Leslie DeChurch](#) and Prof. [Noshir Contractor](#)

### EDUCATION

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- 2018 – 2024 PhD candidate  
**University of Groningen**, Faculty of Economics and Business, department of HRM&OB  
 Advisors: [Gerben van der Vegt](#), [Dirk Pieter van Donk](#), [Thom de Vries](#)  
 Thesis topic: [Communication Markers of Resilience](#)
- 2016 – 2017 Erasmus+ Student Exchange Programme  
**Otto-Friedrich-Universität Bamberg**, Germany  
 av. grade: 9.57 | Scale: 1 = very poor, 10 = very good
- 2015 – 2017 Master of Psychology in Research  
**University of Belgrade**, Department of Psychology, Faculty of Philosophy  
 av. grade 9.86 | Scale: 1 = very poor, 10 = very good  
 Thesis topic: „Agent-based modeling of organizational change“
- 2011 – 2015 Bachelor of Psychology – Research module  
**University of Belgrade**, Department of Psychology, Faculty of Philosophy  
 av. grade 9.09 | Scale: 1 = very poor, 10 = very good

### LIST OF PUBLICATIONS

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#### Under review and in progress:

**Ivanovic, N.**, De Vries, T. A., & Van Der Vegt, G. S. Team External Networking and Innovation in Virtual Hackathons. ***Revise and resubmit, 2<sup>nd</sup> round (Journal of Management)***

**Ivanovic, N.**, Schecter., A., De Vries, T. A., Van Der Vegt, G. S. Coordination Mechanisms for Organizational Adaptation. ***Preparing for submission.***

Deng, C., Shreekumar, J., Sribunma, W., Ahmed, M. H., **Ivanovic, N.**, Brunswicker, S., Goppert, J., Ghasemi, M. & Hwang, I. "Covee: A dataset for cognitive modeling with video, electroencephalography, and eye tracker," *Under review, IEEE Transactions on Affective Computing*.

**Ivanovic, N.**, de Vries T., Jonker G., van der Steen M.P., Wojtowicz N., Moran L., Vazquez I. The role of collective emotional biofeedback in team performance. *Data collection in progress*.

**Ivanovic, N.**, De Vries, T. A., & Van Der Vegt, G. S. A Data-Informed Approach to Disruption Management: Integrating Social Network Analysis and Agent-Based Modeling. *Data collection in progress*.

#### Peer-reviewed papers:

**Ivanovic, N.**, De Vries, T. A., Van Der Vegt, G. S., van Donk, D. P. (2025). Handling disruption concurrence: The importance of inter and intra-departmental communication for critical infrastructure resilience. *Journal of Supply Chain Management*.  
<https://doi.org/10.1111/jscm.12346>

Ruggeri, K., **Ivanović, N.**, Razum, J., Kácha, O., Menezes, I. G., Zafari, Z., & Garcia-Garzon, E. (2018). An evidence-based policy for improving choice in global health access through medical travel. *Health Policy*, 122(12), 1372-1376.  
<https://doi.org/10.1016/j.healthpol.2018.09.017>

**Ivanovic, N.**, & Gerrits, L. (2018). Teaching complexity in public administration across the globe: an overview. *Complexity, Governance & Networks*, 4(1), 10-18. 10.20377/cgn-62

Molina, A., Ćirić, M., Dostal, C., Goderska, K., Harrie, E., **Ivanović, N.**, & Lillig, R. (2015). A Multiple Source Approach to Organisational Justice: The Role of the Organisation, Supervisors, Coworkers, and Customers. *Journal of European Psychology Students*, 6(2).  
<https://jeps.efpsa.org/articles/10.5334/jeps.ct>

#### Thesis:

**Ivanovic, N.** (2024). *Communication Markers of Resilience: Activity, Timing, and Mechanisms of Effective Communication Amidst Adverse Events*. [Thesis fully internal (DIV), University of Groningen]. University of Groningen, FEB Research Institute.  
<https://doi.org/10.33612/diss.902618520>

#### Book chapters:

de Vries, T., van der Vegt, G., & **Ivanovic, N.** (2023). Configuring team boundary spanning for resilience. In R. Fotinatos-Ventouratos, C. Cooper, & A. Antoniou (Eds.), *Resilience in Modern Day Organizations* (48-67). (Current Issues in Work and Organizational Psychology). Routledge, Taylor & Francis Group. <https://doi.org/10.4324/9781003287858-5>

#### Conference contributions:

Hübl, A., van Til, R., Martirosyan, E., de Vries, T., Jonker, G., **Ivanovic, N.**, van Donk, D. P., & Cao, M. (2024). Hybrid modeling of a systems-of-systems communication network in the Dutch railway industry. In European Operations Management Association: EurOMA.

**Ivanovic, N.**, Schecter, A., De Vries, T. A., & Van Der Vegt, G. S. (2023). Short and Long-Term Informal Coordination for Resilience: A Relational Event Modeling Approach. In *Academy of*

*Management Proceedings* (Vol. 2023, No. 1, p. 15267). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/AMPROC.2023.15267abstract>

**Ivanovic, N.**, De Vries, T. A., & Van Der Vegt, G. S. (2022). Managing Attention in Virtual Hackathons: Effective Configurations of Team External Communication. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14794). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/AMBPP.2022.226>

**Ivanovic, N.**, De Vries, T. A., & Van Der Vegt, G. S. (2021). Heeding Small-scale Disruptions: The Benefits of Network Fragmentation. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 12560). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/AMBPP.2021.12560abstract>

**Ivanovic, N.**, de Vries, T., van der Vegt, G., & van Donk, D. P. (2022, November). Tackling Disruption Overlap: A Boundary Spanning Configural Approach. In 12<sup>th</sup> Biennial International Conference of the Dutch HRM Network.

**Ivanovic, N.**, de Vries, T., van der Vegt, G., & van Donk, D. P. (2019, September). Matching Collaboration to Disruptions: Relational Event Modeling of Inter-Team Collaboration During Organizational Disruptions. In *European Conference on Social Networks*.

**Ivanovic, N.**, de Vries, T., van der Vegt, G., & van Donk, D. P. (2019, June). Building resilience: Matching the collaboration structure of teams with disruption characteristics. In European Operations Management Association: EurOMA.

Milosavljević N., Cocić D., **Ivanović N.**, Dimić S., & Žeželj I. (2016). Development of the Procedure for Measuring Deception Ability. XXII Empirical Research in Psychology Conference in Belgrade, Serbia.

Molina, A., Cricic, M., Dostal, C., Goderska, K., Harrie, E., **Ivanovic, N.**, and Lillig, R. (2015). Moral Attentiveness and the Target Similarity Model. Junior Research Programme Conference, University of Cambridge.

Molina, A., Cricic, M., Dostal, C., Goderska, K., Harrie, E., **Ivanovic, N.**, and Lillig, R. (2015). Measuring Multifoci Justice via Overall Justice Perceptions. Junior Research Programme Conference, University of Cambridge, Poster presentation.

**Ivanovic N.**, Lazarevic J., Sevrt J., Jevtovic J., & Puric D. (2015). Correlation Between Set-shifting Executive Function, Intelligence, and School Achievement. XXI Empirical Research in Psychology Conference in Belgrade, Serbia. Supported by the Ministry of Education, Science and Technological Development of the Republic of Serbia (project number 179018)

Molina, A., Cricic, M., Dostal, C., Goderska, K., Harrie, E., **Ivanovic, N.**, and Lillig, R. Extending the Multifoci Approach to Organizational Justice: The Role of Moral Attentiveness. XVII European Association of Work and Organizational Psychology (EAWOP) Conference held on May 20-23, 2015, in Oslo, Norway.

**Ivanovic N.**, Lazarevic J., Sevrt J., Jevtovic J., & Puric D. (2014). Metric Characteristics of the Category-switch Task. XX Empirical Research in Psychology Conference in Belgrade, Serbia.

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## AWARDS

**AOM 2022 Best student paper TIM division winner.** Ivanovic, N., De Vries, T. A., & Van Der Vegt, G. S. (2022). Managing Attention in Virtual Hackathons: Effective Configurations of Team External Communication. <https://doi.org/10.5465/AMBPP.2022.226>

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## BLOGS AND NON-JOURNAL ARTICLES

**Ivanovic, N.** (2023). Multicomunication: a symptom not a strategy. HRM&OB Expertise Centre blog. [Link to the article](#)

**Ivanovic, N.** (2021). Managing workplace stress with physiolytics: leveraging benefits and addressing concerns. HRM&OB Expertise Centre blog. [Link to the article](#)

**Ivanovic, N.** (2020). Resilience under COVID-19: dare to craft empathic directiveness. HRM&OB Expertise Centre blog. [Link to the article](#)

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## MEDIA COVERAGE

Bruijns, A. R. (2022). Teams moeten bewuster omgaan met informatie-overload. NGinfa Magazine, 11(1), 36-38.

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## PROFESSIONAL EXPERIENCE

**2017 – 2018** **Student Assistant**

Chair for the Governance of Innovative and Complex Technological Systems

**Otto-Friedrich-Universität Bamberg**, Germany

- Assistance in the course Computer-Aided Social Inquiry

**2015 – 2015** **Research Intern**

Corpus Christi College, **University of Cambridge**, UK

Part of the one-year [Junior Research Programme](#)

**2014 – 2017** **Student Mentor**

Department of Psychology, Faculty of Philosophy

**University of Belgrade**, Serbia

- Assistance in courses Psychometrics and Psychology of Individual Differences

**2015 – 2016** **HR Assistant Intern**

**I&F McCann Grupa, Belgrade**, Serbia

- Experienced in recruitment, employee satisfaction analysis, HR administration, team development, and employee engagement activities.

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## TEACHING EXPERIENCE

**2020 – 2021** **Organizational Behavior and Group Dynamics**

**University of Groningen**

Teaching assistant

*Class size:* ~ 120

*Level:* Bachelor

*Topics:* Organizational behavior, teams, Network analysis. [Course syllabus](#)

*Role:* Assisted in SNA tutorials, covered a lesson on innovative data collection methods for SNA, and delivered a theoretical lesson on organizational teams.

*Evaluation:* 7.74 (2020); 8.00 (2021) | *Scale:* 1 = very poor, 10 = very good

2018 – 2019	<b>Tools for the Analysis of Complex Social Systems: An Introduction</b> <b>ECPR Winter School in Research Methods and Techniques</b> <u>Teaching assistant</u> <i>Class size:</i> ~ 20 <i>Level:</i> Graduate <i>Topics:</i> Introduction to System dynamics and Agent-based modelling <i>Role:</i> Conducted tutorials on System Dynamics using Vensim and Agent-Based Modeling using NetLogo. <i>Evaluation:</i> 4.28 (2019)   <i>Scale:</i> 1 = very poor, 5 = very good
2017 – 2018	<b>Computer-Aided Social Inquiry</b> <b>Otto-Friedrich-Universität Bamberg</b> <u>Teaching assistant</u> <i>Class size:</i> ~ 10 <i>Level:</i> Graduate <i>Topics:</i> System dynamics modelling, Vensim <i>Role:</i> Teaching assistant. Conducted tutorials on Vensim, assisting students in developing their projects
2014 – 2017	<b>Psychometrics and Psychology of Individual Differences</b> <b>University of Belgrade, Department of Psychology</b> <u>Student mentor</u> <i>Class size:</i> ~ 100, actively mentoring one to two groups, each consisting of five members <i>Topics:</i> Psychometrics, Instrument development, Statistics <i>Role:</i> Guided groups of students in developing a new psychological instrument, organizing and conducting research, analyzing collected data, and writing an instrument manual; assessed students' assignments for the course

### **Teaching qualifications:**

November	<b>“Start to teach” course</b>
2021–	<b>University of Groningen</b>
January 2022	Course topics: Educational design, learning and motivation, active learning, effective feedback, assessment methods, diversity in the classroom.

## **SCHOLARSHIPS AND GRANTS**

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2016 – 2017	German Academic Exchange Service ( <a href="#">DAAD</a> ) Erasmus+ exchange programme stipend Otto-Friedrich-Universität Bamberg, Germany
2017 – 2018	German Academic Exchange Service ( <a href="#">DAAD</a> ) PhD programme stipend Otto-Friedrich-Universität Bamberg, Germany

## **ACADEMIC MEMBERSHIP AND ADMINISTRATION**

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**Memberships:** Academy of Management, INGGroup

**Reviewing duties:** Academy of Management Annual Meeting, Small Group Research

**Academic service:**

November 2022

**Co-chairing the conference session**12<sup>th</sup> Biennial International Conference of the Dutch HRM Network 2022.

Session titled: “Team Resilience – Spanning Boundaries to Deal with Disruptions”

March/April 2021

**Member of the Search Committee (PhD Faculty Representative)**

Tenure-Track position at the department of HRM&amp;OB, Faculty of Economics and Business, University of Groningen

September 2021

**PhD student representative**

Interviewed by the international review committee for the Faculty of Economics and Business, University of Groningen Research assessment (2015-2020)

May 2020 – April 2021

**Member of the psychological safety working group**

Assess and advance cultural competences and psychological safety at the department of HRM&amp;OB, Faculty of Economics and Business, University of Groningen

**RECOMMENDATION CONTACTS**

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**Gerben van der Vegt**

Full professor

Human Resource Management &amp;

Organizational Behavior

Faculty of Economics and Business

**University of Groningen**

Netherlands

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