

Dr Nevena Ivanovic

University of Groningen
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Human Resource Management & Organizational Behavior
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SUMMARY

Organizational behavior researcher passionate about uncovering behavioral patterns driving performance in stressful and adverse situations. PhD in HRM & Organizational Behavior from University of Groningen. Expertise in advanced statistical approaches including network analysis and event sequence analysis. Affinity for large, complex datasets and innovative data collection methods including wearables and digital trace data. Experienced in teaching organizational behavior, network analysis, and psychometrics. Productive scholar with three revise-and-resubmits at top management journals. Committed to conducting rigorous research that advances theory while providing actionable insights for managers.

Research key words: Teams, Resilience, Communication, Network analysis, Quantitative methods

ACADEMIC EDUCATION

- 2022 – 2025 [Postdoctoral researcher](#)
University of Groningen, Faculty of Economics and Business, department of HRM&OB
- 2018 – 2022 [PhD candidate](#)
University of Groningen, Faculty of Economics and Business, department of HRM&OB
Thesis topic: *Communication Markers of Resilience*
- 2022 – 2022 [Visiting scholar](#)
Northwestern University, USA
3-month research stay at [ATLAS lab](#), hosted by Prof. Leslie DeChurch and Prof. Noshir Contractor
- 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“
- 2015 – 2015 [Research Intern](#)
Corpus Christi College, **University of Cambridge**, UK
Part of the one-year [Junior Research Programme](#)
- 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

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
- 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.

LIST OF PUBLICATIONS

Peer-reviewed papers and conference contributions:

- 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>
- 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>

Manuscripts under review:

Ivanovic, N., Schecter., A., De Vries, T. A., Van Der Vegt, G. S. Navigating daily disruptions: Communication mechanisms of stable and incidental coordination for organizational resilience. ***R&R 1st round (Organization Science)***

Ivanovic, N., De Vries, T. A., & Van Der Vegt, G. S. Optimizing team external communication: Attention-based view on accelerated innovation in virtual hackathons. ***R&R 1st round (Journal of Management)***

Ivanovic, N., De Vries, T. A., Van Der Vegt, G. S., van Donk, D. P. Handling disruption concurrence: The importance of inter and intra-departmental communication for critical infrastructure resilience. ***R&R 1st round (Journal of Supply Chain Management)***

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>

Working papers:

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

C. Deng, J. Shreekumar, W. Sribunma, N. **Ivanovic**, M. H. Ahmed, S. Brunswicker, and I. Hwang, “Covee: A dataset for cognitive modeling with video, electroencephalography, and eye tracker,” ***Paper to be submitted for the Proceedings of the AAAI Conference on Artificial Intelligence, 2025.***

Conference talks:

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., de Vries, T., van der Vegt, G., & van Donk, D. P. (2022, November). Tackling Disruption Overlap: A Boundary Spanning Configural Approach. In 12th 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., Ciric. 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., Ciric. 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., Sevrť 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., Ciric. 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., Sevrť J., Jevtovic J., & Puric D. (2014). Metric Characteristics of the Category-switch Task. XX Empirical Research in Psychology Conference in Belgrade, Serbia.

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>

BLOGS AND NON-JOURNAL ARTICLES

- Ivanovic, N.** (2023). Multicommunication: a symptom not a strategy. HRM&OB Expertise Centre blog. [Link to the article](#)
- Ivanovic, N.**, & de Vries, T. (2022). Teams moeten bewuster omgaan met informatie-overload. NGinfra Magazine, 11(1), 36-38. [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](#)

TEACHING EXPERIENCE

- 2020-2021 **Organizational Behavior and Group Dynamics**
University of Groningen
Teaching assistant
Organizational behavior, teams, Network analysis. [Course syllabus](#)
Evaluation: 7.74 (2020); 8.00 (2021) | Scale: 1 = very poor, 10 = very good
- 2018-2019 **Tools for the Analysis of Complex Social Systems: An Introduction**
ECPR Winter School in Research Methods and Techniques
Teaching assistant
Introduction to System dynamics and Agent-based modelling [Course syllabus](#)
Evaluation: 4.28 (2019) | Scale: 1 = very poor, 5 = very good
- 2017-2018 **Computer-Aided Social Inquiry**
Otto-Friedrich-Universität Bamberg
Teaching assistant
System dynamics modelling, Vensim
- 2014-2017 **Psychometrics and Psychology of Individual Differences**
University of Belgrade, Department of Psychology
Student mentor
Guiding groups of students in developing a new psychological instrument

Teaching qualifications:

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

SCHOLARSHIPS AND GRANTS

- 2016 – 2017 German Academic Exchange Service ([DAAD](#))
Erasmus+ exchange programme stipend
Otto-Friedrich-Universität Bamberg, Germany
- 2017 – 2018 German Academic Exchange Service ([DAAD](#))
PhD programme stipend
Otto-Friedrich-Universität Bamberg, Germany

RELEVANT SKILLS

- Software** R, R Markdown (Excellent), SPSS (very good), Mplus (very good), Netlogo (good)
- Languages** Serbian (native), English (fluent), French (intermediate), Dutch (beginner)

SELECTED METHODS TRAINING

Network analysis:

- Winter semester 2018/19 **Statistical Analysis of Social Networks**
University of Groningen
grade: 9 (*1 = very poor, 10 = very good*)
- 14.01.2019 – 18.01.2019 **10th Winter school on Longitudinal Network Analysis**
University of Groningen
- 11.06.2018 – 16.06.2018 **Dynamic Network analysis and Computational Organization Theory**
Carnegie Mellon University
CASOS institute summer school
- 02.03.2018 – 09.03.2018 **Introduction to Applied Network Analysis**
ECPR Winter School in Methods and Techniques
- 02.03.2018 – 09.03.2018 **Inferential Network Analysis**
ECPR Winter School in Methods and Techniques

Agent-based modeling:

- 13.08.2018 – 17.08.2017 **9th ESSA Summer School in Social Simulation**
Växjö, Sweden
- Winter semester 2016/17 **Formal modelling – Simulations**
University of Bamberg
grade: 1 (*1 = very good, 5 = very poor*)
- 26.09.2016 – 30.09.2016 **7th ESSA Summer School in Social Simulation**
Rome, Italy

SEM:

- 15.07.2019 – 19.07.2019 **Advanced Course on Using Mplus**
Utrecht University
- 08.07.2019 – 12.07.2019 **Introduction to Structural Equation Modelling using Mplus**
Utrecht University

Machine learning:

- 25.02.2019 – 01.03.2019 **Introduction to machine learning for Social Sciences**
ECPR Winter School in Methods and Techniques
grade: 1.3 (*1 = very good, 5 = very poor*)

ACADEMIC MEMBERSHIP AND ADMINISTRATION

Memberships:

- 2021 – ongoing Academy of Management, INGRoup

Reviewing duties:

- 2022 – ongoing Academy of Management Annual Meeting, OB division
- 2024 – ongoing Small Group Research

Academic service:

- November 2022 **Co-chairing the conference session**
12th 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&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&OB, Faculty of Economics and Business, University of Groningen

RECOMMENDATION CONTACT

Professor Dr. Gerben van der Vegt, Faculty of Economics and Business, University of Groningen, Netherlands g.s.van.der.vegt@rug.nl

Dr. Thom de Vries, Associate professor, Faculty of Economics and Business, University of Groningen, Netherlands thom.de.vries@rug.nl

Dr. Aaron Schechter, Associate professor, Department of Management Information Systems, Terry College of Business, University of Georgia, USA aschechter@uga.edu