

# Nevena Ivanovic

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## ACADEMIC POSITIONS

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<b>Postdoctoral Researcher</b> Duke University Fuqua School of Business; Statistical Science; Pratt School of Engineering	2025–present
<b>Postdoctoral Researcher</b> University of Groningen Faculty of Economics and Business, Department of HRM&OB	2022–2025
<b>Visiting Scholar</b> Northwestern University <a href="#">ATLAS lab</a>	2022

## EDUCATION

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<b>PhD</b> 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: <i>Communication Markers of Resilience</i>	2018–2024
<b>Student Exchange Program</b> Otto-Friedrich-Universität Bamberg Coursework: Network Theory, Agent-Based Simulation, Complex System Governance, HR Development, Change Management	2016–2017
<b>Master of Psychology</b> University of Belgrade Thesis: <i>Agent-based modeling of organizational change</i>	2015–2017
<b>Bachelor of Psychology</b> University of Belgrade	2011–2015

## 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, 2nd 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 (Journal of Operations Management)*
- 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:**

Deng, C., Shreekumar, J., Sribunma, W., Ahmed, M. H., **Ivanovic, N.**, Brunswicker, S., Goppert, J., Ghasemi, M., & Hwang, I. (2026). Covee: A dataset for cognitive modeling with video, electroencephalography, and eye tracker. *Neurocomputing*, 664. doi:10.1016/j.neucom.2025.132167

**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*, 61(3), 55–76. doi: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. doi: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. doi: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). doi:10.5334/jeps.ct

#### **Thesis:**

**Ivanovic, N.** (2024). *Communication Markers of Resilience: Activity, Timing, and Mechanisms of Effective Communication Amidst Adverse Events*. University of Groningen, FEB Research Institute. doi: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* (pp. 48–67). Routledge, Taylor & Francis Group. doi: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. *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. *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 15267). doi: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. *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14794). doi: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. *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 12560). doi: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. *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. *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. *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*, Belgrade, Serbia.

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

Molina, A., Ćirić, M., Dostal, C., Goderska, K., Harrie, E., **Ivanovic, N.**, & 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*, Belgrade, Serbia.

Molina, A., Ćirić, M., Dostal, C., Goderska, K., Harrie, E., **Ivanovic, N.**, & Lillig, R. (2015). Extending the Multifoci Approach to Organizational Justice: The Role of Moral Attentiveness. *XVII European Association of Work and Organizational Psychology (EAWOP) Conference*, 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*, Belgrade, Serbia.

## AWARDS

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### AOM 2022 Best Student Paper, TIM Division Winner

**Ivanovic, N.**, De Vries, T. A., & Van Der Vegt, G. S. Managing Attention in Virtual Hackathons: Effective Configurations of Team External Communication. doi:[10.5465/AMBPP.2022.226](https://doi.org/10.5465/AMBPP.2022.226)

## BLOGS AND NON-JOURNAL ARTICLES

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

**Ivanovic, N.** (2021). [Managing workplace stress with physiolytics](#). HRM&OB Expertise Centre blog.

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

## MEDIA COVERAGE

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

## PROFESSIONAL EXPERIENCE

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**Student Assistant** 2017–2018

Otto-Friedrich-Universität Bamberg, Germany

Chair for the Governance of Innovative and Complex Technological Systems

**Research Intern** 2015

University of Cambridge, Corpus Christi College, UK

[Junior Research Programme](#)

**Student Mentor** 2014–2017

University of Belgrade, Department of Psychology

Courses Psychometrics and Psychology of Individual Differences

## **TEACHING EXPERIENCE**

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**Crisis Management and Prevention in Leadership** 2025

Duke University, Pratt School of Engineering

*Lecturer.* Graduate seminar on the role of systems thinking in crisis management and prevention.

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

University of Groningen, Faculty of Science and Engineering

*Teaching Assistant.* Bachelor level, ~120 students. Topics: Organizational behavior, teams, network analysis. [Course syllabus](#). Evaluation: 7.74 (2020); 8.00 (2021) / 10

**Tools for the Analysis of Complex Social Systems** 2018–2019

ECPR Winter School in Research Methods and Techniques

*Teaching Assistant.* Graduate level, ~20 students. Topics: System dynamics and agent-based modelling (Vensim, NetLogo). Evaluation: 4.28/5

**Computer-Aided Social Inquiry** 2017–2018

Otto-Friedrich-Universität Bamberg

*Teaching Assistant.* Graduate level, ~10 students. Topics: System dynamics modelling, Vensim

**Psychometrics and Psychology of Individual Differences** 2014–2017

University of Belgrade, Department of Psychology

*Student Mentor.* Guided student groups in developing psychological instruments and conducting research

## **Teaching Qualifications:**

**“Start to Teach” Course** 2021–2022

University of Groningen

Topics: Educational design, learning and motivation, active learning, effective feedback, assessment methods, diversity in the classroom

## **SCHOLARSHIPS AND GRANTS**

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**DAAD PhD Programme Stipend** 2017–2018

Otto-Friedrich-Universität Bamberg, Germany

**DAAD Erasmus+ Exchange Stipend** 2016–2017

Otto-Friedrich-Universität Bamberg, Germany

## **ACADEMIC SERVICE**

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**Memberships:** Academy of Management, INGRoup

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

**Conference Session Co-Chair** November 2022

12th Biennial International Conference of the Dutch HRM Network

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

**Search Committee Member (PhD Faculty Representative)** March 2021

University of Groningen

Tenure-track position, Department of HRM&OB

**PhD Student Representative**

September 2021

University of Groningen

Interviewed by international review committee for FEB Research Assessment (2015–2020)

**Psychological Safety Working Group Member**

2020–2021

University of Groningen

Department of HRM&OB, Faculty of Economics and Business