

Nevena Ivanovic

Duke University
Fuqua School of Business
Durham, NC 27708, A212
nevena.ivanovic@duke.edu
[Website](#) · [Google Scholar](#)

ACADEMIC POSITIONS

- Postdoctoral Researcher** 2025–present
Duke University
Fuqua School of Business; Statistical Science; Pratt School of Engineering
- Postdoctoral Researcher** 2022–2025
University of Groningen
Faculty of Economics and Business, Department of HRM&OB
- Visiting Scholar** 2022
Northwestern University
[ATLAS lab](#)

EDUCATION

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

PUBLICATIONS

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., Shree Kumar, 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., Schechter, 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 Configurational 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., Sevr, 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., Sevr, J., Jevtovic, J., & Puric, D. (2014). Metric Characteristics of the Category-switch Task. *XX Empirical Research in Psychology Conference*, Belgrade, Serbia.

AWARDS

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

Ivanovic, N. (2023). [Multicommunication: 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

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

PROFESSIONAL EXPERIENCE

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

HR Assistant Intern 2015–2016
I&F [McCann](#) Grupa, Belgrade, Serbia

TEACHING EXPERIENCE

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

DAAD PhD Programme Stipend 2017–2018
Otto-Friedrich-Universität Bamberg, Germany

DAAD Erasmus+ Exchange Stipend 2016–2017
Otto-Friedrich-Universität Bamberg, Germany

ACADEMIC SERVICE

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