

Nevena Ivanovic

University of Groningen
Faculty of Economics and Business
Human Resource Management & Organizational Behavior
Groningen, The Netherlands

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ACADEMIC POSITION

2022 – present [Postdoctoral researcher](#)
University of Groningen, Faculty of Economics and Business, department of HRM&OB

EDUCATION

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“

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

Under review and in progress:

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. *Revise and resubmit, 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. *Revise and resubmit, 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. *Revise and resubmit, 1st round (Journal of Supply Chain Management)*

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

Ivanovic, N., de Vries T., Jonker G., van der Steen M.P., Wojtowicz N., Moran L., Vazquez I. The role of collective emotional biofeedback on 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.*

Ivanovic, N., De Vries, T. A., & Van Der Vegt, G. S. Collaboration Dynamics and Strategic Interactions in Multiteam Systems: Navigating Digital Transformation. *Data collection in progress.*

Peer-reviewed papers:

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 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](#)

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.

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 **Tools for the Analysis of Complex Social Systems: An Introduction**
ECPR Winter School in Research Methods and Techniques
Teaching assistant
Class size: ~ 20
Level: Graduate
Topics: Introduction to System dynamics and Agent-based modelling [Course syllabus](#)
Role: Conducted tutorials on System Dynamics using Vensim and Agent-Based Modeling using NetLogo.
Evaluation: 4.28 (2019) | *Scale:* 1 = very poor, 5 = very good
- 2017 – 2018 **Computer-Aided Social Inquiry**
Otto-Friedrich-Universität Bamberg
Teaching assistant
Class size: ~ 10
Level: Graduate
Topics: System dynamics modelling, Vensim
Role: Teaching assistant. Conducted tutorials on Vensim, assisting students in developing their projects
- 2014 – 2017 **Psychometrics and Psychology of Individual Differences**
University of Belgrade, Department of Psychology
Student mentor
Class size: ~ 100, actively mentoring one to two groups, each consisting of five members
Topics: Psychometrics, Instrument development, Statistics
Role: 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 2021–January 2022 **“Start to teach” course**
University of Groningen
 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

ACADEMIC MEMBERSHIP AND ADMINISTRATION

Memberships: Academy of Management, INGRoup

Reviewing duties: Academy of Management Annual Meeting, 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