

# BRYAN ACTON

I am fascinated by adopting cutting-edge statistical techniques for studying the **multi-level dynamics of leadership** in teams. This includes designing simulations using agent-based models to study the process of leadership emergence, and using machine learning to improve the quality of items used to measure leadership.

## EDUCATION

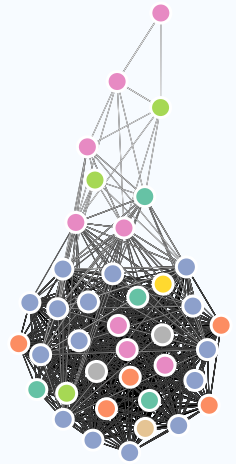
- 2020  
|  
2016
- Ph.D., Industrial/Organizational Psychology  
Virginia Polytechnic Institute and State University 📍 Blacksburg, VA
    - Dissertation: Using agent-based modeling to test and integrate process-oriented perspectives of leadership emergence
    - Faculty Advisor: Dr. Roseanne Foti
- 2016  
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2014
- M.S., Industrial/Organizational Psychology  
Virginia Polytechnic Institute and State University 📍 Blacksburg, VA
    - Thesis: Working in harmony: the impact of personality on the short- and long-run dynamics of team cohesion
- 2013  
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2009
- B.A., Psychology  
Massachusetts College of Liberal Arts 📍 North Adams, MA
    - Honors Program
    - Summa Cum Laude
    - Business Minor & Independent Study

## PUBLICATIONS

- Acton, B. P., Braun, M. T., & Foti, R. J. (2020). Built for unity: Assessing the impact of team composition on team cohesion trajectories. *Journal of Business and Psychology*, 35(6), 751–766. <https://doi.org/10.1007/s10869-019-09654-7>
- Acton, B. P., Foti, R. J., Lord, R. G., & Gladfelter, J. A. (2019). Putting emergence back in leadership emergence: A dynamic, multilevel, process-oriented framework. *The Leadership Quarterly*, 30(1), 145–164. <https://doi.org/10.1016/j.leaqua.2018.07.002>
- Hansbrough, T. K., Lord, R. G., Schyns, B., Foti, R. J., Liden, R. C., & Acton, B. P. (2021). Do you remember? Rater memory systems and leadership measurement. *The Leadership Quarterly*, 32(2), 101455. <https://doi.org/10.1016/j.leaqua.2020.101455>
- Nieberle, K. W., Acton, B. P., Braun, S., Lord, R. G., & Fu, Y. (2023). Leader identity on the fly: Intra-personal leader identity dynamics in response to strong events. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-023-09906-7>

## WORKING PAPERS

- Current  
|  
2022
- Racial Diversity, Collective Leadership  
With: Tyree Mitchell, Patrick Coyle 📍 Academy of Management Journal
    - Revise & Resubmit (1st round)



This CV was made by using Nick Strayer's `datadrivencv` R package, and built in R blogdown

View this CV online with links at [bpacton.com/vitae/](https://bpacton.com/vitae/)

## CONTACT

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- 🐦 [bp\\_acton](#)
- 🔗 [github.com/actonbp](https://github.com/actonbp)
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- 🌐 [linkedin.com/in/bryanpacton](https://www.linkedin.com/in/bryanpacton)

Acton, Braun, & Foti (2020) was awarded an annual "Editors Commendation" award for notable papers of the year at the Journal of Business & Psychology.

Current  
|  
2022



### Authentic Leadership and Self-Regulation

With: Aldijana Bunjak, Robert Lord

📍 Leadership

- Revise & Resubmit (2nd round)



## RESEARCH EXPERIENCE

2022  
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2020



### Postdoctoral Research Associate

Durham University Business School (Centre for Leadership & Followership)

📍 Durham, UK

- Working on multiple projects including a co-lead on a project investigating identity invention dynamics in college students in the UK. Developed entire script in R for measuring identity dynamics using dynamical systems perspective developed by Dr. Steven Boker and colleagues.
- Taught multiple R workshops to faculty and staff across multiple subjects such as text transcription and basic data wrangling.
- Have multiple publications and book chapters under review, or with submission in the coming months. Also working on putting together new funding proposal for Army Research Institute with Dr. Robert Lord and colleagues on using predictive modeling to assess memory processing in items used in leadership scales.

2019  
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2016



### Lab Coordinator and Graduate Research Assistant

Interface of Leadership and Teams Lab (PI: Dr. Roseanne Foti) 📍 Virginia Tech

- Worked with team of faculty, as only Graduate Assistant for Army Research Institute Basic Research Grant titled: Episodic and Semantic Memory Effects on Leadership Measurement and Prediction of Leadership Outcomes. Also was ILT lab coordinator for two years.
- Led data collection across three different studies, two using larger online sampling, and one in-lab study with Virginia Tech corps of cadets.
- Designed multiple tools for both data collection and data analysis, including a python program to code linguistic features of leadership items, random forest models (using R) for predicting memory processing of leadership judgements, and an experimental procedure using PsychoPy.

As a part of my role as lab coordinator for two years in the ILT lab, I directly mentored nine undergraduates. I am excited to share that five of these students continued on to masters programs, and two continued on to doctoral programs.



## TEACHING EXPERIENCE

Current  
|  
2022



### Business Statistics

Binghamton University

📍 Binghamton, NY

- Taught class to students in Management PhD program and MBA Program

Current  
|  
2023



### Team Leadership

Binghamton University

📍 Binghamton, NY

- Taught class to students in MBA Program

2021  
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2021



### Leadership Module (Power and Status- PSYC 42115)

Durham University, Psychology Masters Program

📍 Durham, UK

- Taught two separate 3-hour lectures. The first was an Introduction to leadership lecture and the second was an inclusive leadership lecture.

- 2020  
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2016

● Guest Lectures  
Virginia Tech 📍 Blacksburg, VA

  - I taught guest lectures in topics such as leadership, teams, and organizational psychology/behavior.
- 2017  
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2016

● Social Psychology (PSYC 2048)  
Virginia Tech, Psychology Department 📍 Blacksburg, VA

  - Instructor of record across 4 separate classes.
  - Consistently above both college and departmental averages in ratings of teaching effectiveness.
- 2015  
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2014

● Intro to Psychology Recitation  
Virginia Tech, Psychology Department 📍 Blacksburg, VA

  - Taught lectures to class of 20+ students that accompanied main lecture for introduction to psychology.
  - Lectured and helped students during office hours with subjects such as research methods, and core content areas of psychology.



## INDUSTRY EXPERIENCE

- Current  
|  
2021

● Advisor on Implementation Science Committee  
Promote Care Prevent Harm 📍 <https://promotecarepreventharm.org/advisors>

  - Lead developer on Shiny application used to collect data and assess development of self-regulation in schools.
- 2017  
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2017

● Summer Graduate Assistant  
Office of the Provost 📍 Virginia Tech

  - Assisted in creating evaluation tool for University's "new faculty grant".
  - Co Authored article published in issue of journal of Society of Women Engineers magazine.
- 2016  
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2015

● Professional Graduate Assistant  
University Office of Professional Development (UOPD) 📍 Virginia Tech

  - Designed/distributed questionnaires for UOPD's professional development programs using Qualtrics.
  - Shadowed/assisted various speakers during UOPD's organizational development workshops.



## BLOGS WRITTEN (ABOUT)

Current  
|  
2020

- Currently writing posts on data analysis tutorials using R, improving the process of team science, and other topics.  
[bpacton.com](http://bpacton.com)



## WORKSHOPS TAUGHT

8/2021

- Transcribing text and initial text analysis using R  
**Durham University Centre for Leadership & Followership**
  - Taught 2-hour long workshop to smaller group of faculty and graduate students.
  - Covered how to use “TranscribeR” package and “tidytext” package in R to analyze text data

2/2021

- Introduction to the Tidyverse and data analysis in R  
**Virginia Tech ILT Lab**
  - Taught 1.5 hour long workshop to a small group of PhD students and undergraduates.

12/2020

- I have my data. Now what? A tutorial on data cleaning, wrangling, and initial analysis via R  
**Durham University PhD Students**
  - Taught 2-hour long workshop which served as an introduction to R for social scientists to a group of 15+ PhD Students.



## CONFERENCE PRESENTATIONS

2021

- An application and tutorial for creating within-person memory-sourced leadership scales  
**Speaker & Lead Author**      📍 **Academy of Management Annual Conference**
  - Authored with Drs. Robert Lord, Tiffany Keller Hansbrough and Roseanne Foti

2021

- More than liking: the role of memory systems and language in leadership ratings  
**Lead author on Poster**      📍 **Society of Industrial Organizational Psychology Annual Conference**
  - Authored with Drs. Robert Lord, Tiffany Keller Hansbrough and Roseanne Foti

2020

- Assessing the impact of self-identity on organizational outcomes using an implicit measure  
**Speaker & Lead Author**      📍 **Academy of Management Annual Conference**
  - Authored with Drs. Robert Lord, Tiffany Keller Hansbrough and Roseanne Foti

- 2020 ● Explaining how and when race related to leadership emergence  
co-Author on Poster  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Tyree Mitchell, Dr. Pat Coyle, Gavin Williamson, Victoria Ricedorf
- 2019 ● Capturing the process of cohesion emergence using continuous rating assessments.  
Author, Speaker & Organized Symposium  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Charles Calderwood and Zach Mastrich
- 2019 ● Ready & willing: assessing profiles of leader/follower self-schemas.  
Author & Speaker  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Roseanne Foti
- 2019 ● Agent-based modeling: current and future directions in organizational psychology.  
co-Author on Poster  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Trevin Glasgow & Dr. Roseanne Foti
- 2018 ● An examination of psychological collectivism using item response theory.  
co-Author on Poster  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with C. Du & Dr. Roseanne Foti
- 2017 ● Putting two-and-two together: using sociometric measures to capture cohesion emergence  
Speaker & Lead Author  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Michael Braun
- 2017 ● Increasing the power to detect adverse impact in small selection contexts.  
co-Author on Poster  
📍 Society of Industrial Organizational Psychology Annual Conference  
• Authored with Dr. Maureen McCusker, Derek Burns, Nathan Wycoff, & Dr. Neil Hauenstein
- 2017 ● The role of the “mere presence effect” in the development of intra-group cohesion.  
Lead author on Poster 📍 Society for Personality & Social Psychology  
• Authored with Drs. Yashna Shah, Danny Axsom, & Roseanne Foti

I received a travel award to attend the annual conference for The Society for the Improvement of Psychological Science (SIPS). From this and other experiences, I developed a passion for improving science through improved research methodology. If you are interested in an expanded list of presentations, please email me.