

# Joshua J. Pearman

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Organizational Psychology  
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## EDUCATION

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**Ph.D., Organizational Psychology, Michigan State University** **June 2025 (expected)**

*Dissertation: Measuring Dynamic Shared Mental Models in Team Communication Processes Through Transformer Embeddings* [Committee: Drs. Christopher D. Nye, Dorothy R. Carter, Nathan T. Carter, Kevin A. Hoff]

- Comprehensive Exams completed 09/23

**M.S., Organizational Psychology, The University of Georgia** **August 2022**

*Thesis: Examining the Structure of Openness to Experience* [Committee: Drs. Dorothy R. Carter (Chair), Nathan T. Carter, Joshua D. Miller]

**B.S., Psychology, The University of Oregon** **June 2020**

*Magna Cum Laude*

*Thesis: What Types of Status Matter? Consensus, Accuracy, and Personality Antecedents of a Two-Component Model of Status* [Advisor: Dr. Sanjay Srivastava]

## RESEARCH INTERESTS

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- Information sharing and integration processes
- Team composition, performance, and adaptation
- Individual differences, personality
- Interdisciplinary teams, expertise
- Computational psychometrics

## PUBLICATIONS

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Hughes, B. T., Costello, C. K., **Pearman, J.**, Razavi, P., Bedford-Petersen, C., Ludwig, R. M., & Srivastava, S. (2021). The big five across socioeconomic status: Measurement invariance, relationships, and age trends. *Collabra: Psychology*. <https://doi.org/10.31234/osf.io/4jema>.

Dang, J., Barker, P., Baumert, A., Bentvelzen, M., Berkman, E., Buchholz, N., Buczny, J., Chen, Z., De Cristofaro, V., de Vries, L., Dewitte, S., Giacomantonio, M., Gong, R., Homan, M., Imhoff, R., Ismail, I., Jia, L., Kubiak, T., Lange, F., ... **Pearman, J.**, ... Zinkernagel, A. (2020). A Multilab Replication of the Ego Depletion Effect. *Social Psychological and Personality Science*. <https://doi.org/10.1177/1948550619887702>

## MANUSCRIPTS UNDER REVIEW

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- Carter, D. R., Lungeanu, A., **Pearman, J. J.**, Carter, N.T., Bauer, L., Pendergraft, J., Shuffler, M., DeChurch, L., & Contractor, N. Collective attention in virtual teams: Mitigating the impact of communication delays on team performance. [Revise and Resubmit stage; Target: Personnel Psychology].
- Griffin, D., Raghavan, M., **Pearman, J. J.**, Boettcher, S., Katz, A., & Gardiner, W. Unpacking the Cyber-Social Context of Human-AI Teams: A Proposal for a Simulation-Based Assessment Approach [Review and Resubmit stage; Target: Journal of Organizational Behavior].
- Boettcher, S., Brunell, M., Griffin, D., & **Pearman, J. J.** Cultivating Teamwork in Esports: A Framework for Assessment and Training. [Review stage; Target: Team Performance Management].

## IN-PROGRESS RESEARCH

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- Pearman, J. J.**, Carter, D. R., Gerkin, E., Harris-Watson, A. M., Miller, J. D., Campbell, W. K., & Carter, N. T. Distinguishing openness to experience from intellectual self-efficacy: A return to truth and beauty. [Writing stage; Target: Journal of Personality].
- Carter, D. R., Lungeanu, A., **Pearman, J. J.**, Carter, N.T., Bauer, L., Pendergraft, J., Shuffler, M., DeChurch, L., & Contractor, N. Collective attention in virtual teams: Mitigating the impact of communication delays on team performance. [Revise and Resubmit stage; Target: Personnel Psychology].
- Pearman, J. J.** & Nye, C. D. Evaluating the psychometrics of natural language processing embeddings for examining construct validity in vocational interests. [Analysis stage; Target: International Journal of Selection and Assessment].
- Roberson, Q. M. & **Pearman, J. J.** Which teams will publish? Examining the role of institutional affiliation in scientific research teams on journal acceptance. [Writing stage; Target: Administrative Science Quarterly].

## CHAPTERS IN EDITED VOLUMES

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- Pearman, J. J.**, Gerkin, E., & Carter, D.R. (2023). What is 'functional' about distributed leadership in teams? In Schedlitzki, D., Larsson, M., Carroll, B., Bligh, M.C. & Epitropaki, O. (2nd ed.), *The Sage Handbook of Leadership* (pp. 72-82). SAGE Publications, Ltd. (UK).

## PRESENTATIONS AT NATIONAL CONFERENCES

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- Pearman, J. J.**, Carter, D.R., Gerkin, E., Miller, J.D., & Carter, N.T. (April 2024). Uncovering the structure of Openness. Paper presentation in Gerkin, E. (Co-Chair) & Thayer, A.L. [Symposium]. *Configuring tomorrow's teams: New directions in team composition research*. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL. United States

- Pearman, J. J.**, Carter, D.R., Lungeanu, A., Carter, N.T., Shuffler, M., DeChurch, L., Contractor, N., Pendergraft, J., & Landon, L. (April 2024). The impact of communication delay on cognitive coordination and problem-solving performance in spaceflight multiteam systems. Paper presentation in **Pearman, J. J.**, (Co-Chair) & DeChurch, L.A. [Symposium]. *Psychosocial dynamics in extreme teams: Insights from NASA space analog crews*. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL. United States.
- Carter, D.R., **Pearman, J. J.**, Lungeanu, A., Shuffler, M., DeChurch, L.A., Contractor, N., Schechter, A., Landon, L., Pendergraft, J., Gerkin, E., Bauer, L., & Weinberger, C. (February 2024). *Project FUSION: The impact of communication delay on problem-solving connectivity in spaceflight multiteam systems*. Presentation at the NASA HRP Investigators' Workshop, Galveston, TX.
- Pearman, J. J.**, Carter, D.R., Schechter, A., Pendergraft, J., Shuffler, M., DeChurch, L., Contractor, N., & Landon, L. (April 2023). The effects of communication delay on leadership connectivity in spaceflight missions. Paper presentation in Kozlowski, S.W.J. (Co-chair) & Olenick, J. (Co-chair) *Interpersonal relations in extreme teams: A social network perspective* [Symposium]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Boston, MA. United States.
- Pearman, J. J.**, Carter, D.R., Gerkin, E., Miller, J.D., & Carter, N.T. (February 2023). *Uncovering the structure of Openness to Experience*. Poster presentation at the Annual meeting of the Society for Personality and Social Psychology 24<sup>th</sup> Annual Convention, Atlanta, GA.
- Carter, D., Schechter, A., Pendergraft, J., & **Pearman, J. J.** (August 2022). *The impact of communication delay on virtual team network connectivity*. Academy of Management Annual Conference, Seattle, WA.
- Billeaud, M. B. & Thomas, C. L. (Co-Chairs), Panelists: **Pearman, J. J.**, Burch, K. A., Castille, C. M., Cobb, H. R., Rudolph, C. W., & Zhang, D. C. (April 2022). *Keeping up with open science: Teaching, self-teaching, and training on open science*. Panel Discussion at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Gerkin, E.A., Carter, D.R., DeChurch, L.A., & **Pearman, J. J.** (April 2022). *Project RED: Learning to lead multiteam systems*. Poster presentation at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Pendergraft, J. G., Carter, D. R., **Pearman, J. J.**, & Shuffler, M. L. (April 2022). *NASA critical incidents reveal the nature of spaceflight multiteam system adaptation*. Poster presentation at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Pendergraft, J. Carter, D.R., **Pearman, J. J.**, Gerkin, E., Shuffler, M., DeChurch, L.A., Contractor, N., Schechter, A., Lungeanu, A., Landon, L., Burke, S., & Zaccaro, S. (February 2022). *Project FUSION: NASA critical incidents reveal the nature of multiteam system adaptation*. Paper presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
- Carter, D. R., Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., Lungeneau, A., Landon, L., Burke, S., Zaccaro, S., Pendergraft, J., Trainer, H., Jones, J., Gerkin, E., **Pearman, J. J.**, Alvarado, L., Wolf, A., Nelson, A., Bergerowski, S., & Hedrick, K. (January 2021). *Project FUSION: Supporting spaceflight multiteam system coordination and performance*. Paper presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.

Pendergraft, J., Carter, D., Shuffler, M., Gerkin, E., Trainer, H., Jones, J., **Pearman, J. J.**, Alvarado., L., Wolf, A., Nelson, A., Bergerowski, S., & Hedrick, K. (January 2021). *Project FUSION: Historiometric study investigating adaptation in spaceflight multiteam systems*. Paper presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.

**Pearman, J. J.**, Hughes, B. T., & Srivastava, S. (May 2020). *What types of status matter? Consensus, accuracy, and personality antecedents of a two-component model of status*. Poster presentation at the Annual Meeting of the 10<sup>th</sup> Annual University of Oregon Undergraduate Research Symposium, Eugene, OR.

**Pearman, J. J.**, Hughes, B. T., & Srivastava, S. (February 2019). *Perceived power and affiliation: The association between perceived power and liking in dyadic interactions*. Poster presentation at the Annual meeting of the Society for Personality and Social Psychology 20<sup>th</sup> Annual Convention, Portland, OR.

## APPLIED RESEARCH EXPERIENCE

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### People Science Intern, Roblox

Summer 2024

- Researched and developed items for a situational judgment test implemented in selection.
- Conducted job analysis interviews with personnel in the People, Places, and Systems group.
- Integrated a large language model to experimentally test automated item generation for assessments.

### Volunteer Graduate Student Consultant, Ford Motor Company

Fall 2022

- Co-authored a white paper on novel approaches to employee listening (e.g., heartbeat analysis, natural language processing).
- Presented recommendations to key stakeholders on applications of secondary data in employee listening.

## AWARDS AND HONORS

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President's Award for Distinguished Honors Thesis, Clark Honors College	2020
Methodological Excellence Psychology Poster Award	2020
Phi Beta Kappa	2020
Clarence and Lucille Dunbar Scholarship	2019
Sheldon Zach Memorial Scholarship	2018
Jonathan Gall Scholarship	2016-2020

## RESEARCH ASSISTANT POSITIONS

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### The Leadership Innovation Networks and Collaboration (LINC) Laboratory

Michigan State University (August 2022 – December 2024)

The University of Georgia, (August 2020 – July 2022)

**PI: Dorothy R. Carter, Ph.D.**

**Project:** *FUSION: Facilitating Unified Systems of Interdependent Organizational Networks*. Supported by Funding from: The National Aeronautics and Space Administration (NASA), Grant #80NSSC18K0511

**Lead Graduate Research Assistant, August 2020 – PRESENT**

- Assisted with literature review for publication and conference submission.
- Analyzed role of communication delay on language complexity, sentiment, and network connectivity using experimental teams data collected as part of NASA's Human Exploration Research Analog Environment.

**Project:** *Next Generation Teams Research*. Supported by a Cooperative Agreement with The U.S. Army Research Institute (ARI) Contract #W911NF-19-2-0173.

**Lead Graduate Research Assistant, August 2020 – PRESENT**

- Contributed to the development of a five-person teams research experimental paradigm.
- Coordinated a team of 20+ undergraduate research assistants.
- Managed technology used for data collection (e.g., cameras, smartphones, beacons).
- Assisted in development of a data pipeline to store and process teams data using Amazon Web Services (AWS).

**Project:** *Teaming for Interdisciplinary Research*. Supported by Funding from the University of Georgia Office of the Provost

**Lead Graduate Research Assistant, January 2021 – August 2022.**

- Analyzed data from scientific teams to generate summary reports.
- Developed Qualtrics survey to administer measures on interdisciplinary team performance.
- Examined construct of interdisciplinarity through psychometric approaches (factor analysis, item response theory).