

Personal Information

Full Name: Deborah DiazGranados, Ph.D.

Title: Assistant Professor, School of Medicine; Affiliate Assistant Professor, Psychology; Director of Evaluation, Wright Center for Clinical and Translational Research; Co-Director of Team Science, Wright Center for Clinical and Translational Research

Business Name: Virginia Commonwealth University

Business Address: 730 East Broad Street, Theater Row Building Suite 4200, Office 4214, Richmond, VA 23298

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Languages Spoken: Spanish, French

Professional Summary

Primary Departmental Specialization Area/Field

I am an organizational psychologist who leads the evaluation for the Clinical and Translational Science Award and the development of team science activities for the Wright Center for Clinical and Translational research at VCU. In addition, I work with faculty in the school of medicine to conduct and publish scholarship in the area of medical education, as well as, conducting applied research work with collaborators in the health system.

Areas of Expertise and Interest

collaboration; teamwork; teams; interprofessional collaboration; identity; team science; evaluation; program evaluation; decision making; uncertainty; ambiguity; leadership; training evaluation; qualitative methods; research design

Education

Post Graduate

Qualitative Research, Workshop at the Conference for the Society of Industrial and Organizational Psychology, National Harbor, MD.
04/2019

Qualitative Research, Workshop at the Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
04/2015

Quasi Experiments in Organizations, Workshop at the Conference for the Society of Industrial and Organizational Psychology, Houston, TX.
04/2013

Social Network Analysis, Semester Course--Faculty Educational Credit, Virginia Commonwealth University, Instructor: Dr. Jennifer Johnson
05/2012 - 08/2012

Social Network Workshop, 2-day workshop at University of California Davis, NCATS sponsored, Davis, California.
03/2012

Graduate

Ph.D., Industrial and Organizational Psychology, University of Central Florida (UCF), Orlando, FL
Mentor: Eduardo Salas, Ph.D.
Dissertation Title: "Examining the impact of leader social distance on a multicultural team"
08/2003 - 06/2011

M.S., Industrial and Organizational Psychology, UCF, Orlando, FL
Mentor: Eduardo Salas, Ph.D.
Thesis Title: "Does team training enhance team processes, performance, and team member affective outcomes? A meta-analysis"
08/2003 - 05/2005

Undergraduate

B.S., Psychology, University of Houston, Houston, TX
Cum Laude Honors
08/2000 - 05/2003

B. S., Management (Accounting Minor), University of Houston, Houston, TX
Cum Laude Honors
08/1993 - 05/1997

Academic Appointment History

Assistant Professor, Office of Assessment, Evaluation, and Scholarship, School of Medicine, Virginia Commonwealth University
07/2011 - Present

Affiliate Faculty, Department of Psychology, Virginia Commonwealth University
08/2012 - Present

Adjunct Assistant Professor, Clinical Research and Leadership, George Washington University, Ashburn, VA
08/2017 - Present

Adjunct Professor, Holt School, Rollins College, Orlando, FL
08/2010 - 05/2011

Adjunct Instructor, Psychology, University Central Florida, Orlando, FL

08/2005 - 05/2006

Employment History

MURI Research Fellow, Institute for Simulation and Training, UCF
08/2008 - 06/2011

Research Fellow, Institute for Simulation and Training, UCF
07/2004 - 06/2011

Graduate Research Assistant, UCF, Department of Psychology
08/2003 - 07/2004

Special Awards & Honors

Faculty Fellow, The Grace E. Harris Leadership Institute, Virginia Commonwealth University
2016

Fellow, Faculty Development Seminar, Global Education Office, VCU
2013

Student Researcher of the Year, Institute for Simulation and Training, UCF, Orlando, FL
2008

Delores Auzenne Fellowship, UCF, Orlando, FL
2008

Best Research Paper Award, Annual Meeting of the Academy of Management, Atlanta, GA.
2006

Graduate Studies Merit Fellowship, UCF, Orlando, FL
2005

UCF Bookstore Merit Award, UCF, Orlando, FL
2005

Best Research Paper Award, Proceedings of the Southern Management Association, Charleston, SC.
2005

Graduate Studies Merit Fellowship, UCF, Orlando, FL
2004

Merit Scholarship, University of Houston, Houston, TX
1997

Merit Scholarship, University of Houston, Houston, TX
1996

Merit Scholarship, University of Houston, Houston, TX
1995

Society Memberships

International Network for the Science of Team Science
05/2019 - Present

American Psychological Association
07/2013 - Present

Interdisciplinary Network of Group Researchers
08/2008 - Present

Academy of Management
08/2007 - Present

Society for Industrial and Organizational Psychology
08/2003 - Present

Scholarly Activities

Expert Services

Ad-hoc reviewer, Journal of Management
04/2019 - Present

Ad-hoc reviewer, Simulation and Gaming
09/2018 - Present

Ad-hoc reviewer, American Psychologist
03/2017 - Present

Ad-hoc reviewer, Group and Organization Management
02/2017 - Present

Ad-hoc reviewer, Journal of Experimental Psychology Applied
08/2016 - Present

Ad-hoc reviewer, Scandinavian Journal of Psychology
06/2015 - Present

Ad-hoc reviewer, Human Relations
01/2015 - Present

Ad-hoc reviewer, Journal of Continuing Education in the Health Professions
10/2014 - Present

Ad-hoc reviewer, Journal of Interprofessional Care
05/2014 - Present

Ad-hoc reviewer, Journal of Applied Psychology

05/2013 - Present

Ad-hoc reviewer, Evaluation & the Health Professions
04/2013 - Present

Ad-hoc reviewer, Instructional Science
03/2012 - Present

Ad-hoc reviewer, Governance (expertise in conjoint analysis)
03/2019 - 06/2019

Grant reviewer, Congressionally Directed Medical Research Programs (CDMRP)
Department of Defense, Medical Simulation Program.
01/2018 - 08/2018

Grant reviewer, Swiss National Science Foundation R' Equip grant program
07/2017 - 10/2017

Grants and Contracts: Active

Decision making in uncertain contexts. Virginia Commonwealth University, School of Medicine, Medical Education Research Grant. **DiazGranados, D., (Co-PI)**, Helou, M., (Co-PI) & Cyrus, J. (Co-PI) (2019). \$7,850
2019

A tool to foster real-time self-assessment and deliberate practice to promote well-being in medical trainees: A pilot study. Virginia Commonwealth University, School of Medicine, Value and Efficiency Teaching and Research (VETAR) Grant. Call, S. (PI), Miller, R. (Co-PI), Kimberley, C. (Co-PI), **DiazGranados, D. (Co-PI)**, & Reina, C. (Co-PI) (2019). \$50,000.
2019

How fellows grow-up: Evaluating autonomy and professional identity formation of Pediatric Subspecialty Fellows. Children's hospital foundation research fund—VCU Health. Tseng, A. (PI), Ryan, M. (Co-PI), **DiazGranados, D. (Co-PI)** (2019). \$6,000
2019

Center for Clinical and Translational Research. National Institutes of Health: NCATS. Moeller, F.G. (PI) (2018). **DiazGranados, D. (Co-Investigator-Director of Evaluation and Co-Director of Team Science/Collaboration)**. \$21,000,000.
2018

NRT-IGE: Team science training for coastal ocean & estuarine stem graduate students. National Science Foundation. Hartley, T. (PI) (2018). **DiazGranados, D. (Co-Investigator)**, sub-award to VCU/DiazGranados as Institutional PI). \$33,000.
2018

Making a physician: Exploring medical students' experience of professional identity development during clerkships. Association of American Medical Colleges. Ryan, M.S. (PI), Stringer, J. (Co-PI) & **DiazGranados, D., (Co-PI)** (2017). \$5,000

2017

Grants and Contracts: Pending

Making decisions when uncertainty exists: Exploring levels of expertise in medicine (under review). Army Research Institute: FSRU BAA W911NF-19-S-0006. **DiazGranados, D., (PI)**, Helou, M., (Co-PI) & Cyrus, J. (Co-PI). \$513,657. 07/2019

What influences a nurse's decision to escalate?: A policy capturing study (under review). Society for Industrial and Organizational Psychology. **DiazGranados, D., (Co-PI)** & Kaplan, S. (Co-PI). \$10,000. 06/2019

Project RACR: Promoting Resilience, Adjustment, and Community Reintegration after Spinal Cord Injury (SCI). Craig H. Neilsen Foundation. Mickens, M. (PI). **DiazGranados, D., Co-Investigator**, Qualitative Research Expert and Evaluator. \$400,000. 06/2019

Grants and Contracts: Past

Understanding team self-maintenance in long duration space exploration teams. The National Aeronautics and Space Administration (NASA). **DiazGranados, D., (PI)** Curtis, M. T., (Co-PI) & Wildman, J. L. (Co-PI) (2014). \$27,000. 2014

Examining the integrative capacity of interdisciplinary science teams. The National Science Foundation (NSF). Salazar, M. R. (PI), Lant, T. (PI), & **DiazGranados, D. (Consultant)** (2013). \$420,000. 2013

Interdisciplinary partnership in geriatric education expansion of educational innovation at Virginia Commonwealth University. Reynolds Foundation. Bowling, P. (PI) (2012). **DiazGranados, D. (Co-Investigator-Evaluation and Team behavior specialist)**. \$1,000,000. 07/2012 - 07/2013

Error reporting behaviors: An examination of individual and organizational factors that influence willingness to report. Association of American Medical Colleges. **DiazGranados, D., (PI)** & Lazzara, E. R. (Co-PI) (2012). \$5,000 2012

Center for Clinical and Translational Research. National Institutes of Health: NCATS. Clore, J. (PI) (2011). **DiazGranados, D. (Co-Investigator- Evaluation)**. \$20,000,000. 07/2011 - 07/2016

Advising and Mentoring

Ariana Kim, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018 - Present

Jennifer Marie Laws, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018 - Present

Anthony Christian Pais, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018 - Present

Madalyn Elizabeth Baldwin, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018 - Present

Paul Alfonso Galang Coh, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018 - Present

Ashlie Tseng, MD, Junior Faculty, Research and Scientific Methods, 50 hours per year. Accomplishments: Internal VCU Grant (CHoR); Mentorship Award.
06/2018 - Present

Marieka Helou, MD, Junior Faculty, Research and Scientific Methods, 100 hours per year. Accomplishments: Poster Presentation (ASPHO); Publication (Academic Medicine); Internal VCU Grant (SOM Educational Research Grant).
09/2016 - Present

Haris Ghayur, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018

Alexander Joseph Satoski, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018

Laurne Sachi Teraski, Heart Group Mentor, 15 hours per year. MD to be obtained in May 2022
08/2018

Andrew Rock, Research Mentor, 50 hours per year. MD Obtained in 2018.
01/2017 - 03/2018

Ian Marpuri, Research Mentor, 20 hours per year. MD Obtained in 2017.
01/2017 - 04/2017

Jesse Wingate, Thesis Committee Member, 80 hours per year. Masters obtained in August 2017
05/2016 - 08/2017

Varun Vishnubhatla, Honors Summer Undergraduate Research Program Mentor, 150 hours. BS Obtained in May 2018.

05/2015 - 08/2015

Frauline Agarin, Undergraduate and Post-baccalaureate Research Mentor, 300 hours per year. BS (Psychology) obtained in May 2015.

01/2015 - 07/2017

Molly Banfield, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

William Behl, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Song Fu, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Mackenzie Grasso, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Elliott Morgan, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Allison Mui, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Adam Robinson, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Michelle Vy, Heart Group Mentor, 15 hours per year. MD obtained in May 2018

08/2014 - 05/2018

Neha Jadhav, Honors Summer Undergraduate Research Program Mentor, 300 hours per year. BS Obtained in May 2016. MD to be obtained in 2020.

05/2014 - 05/2015

Jigna Zatakia, Internal Medicine Faculty in Pulmonary Critical Care, Research Mentor, 10 hours. Survey development.

08/2013

Ema Dragoescu, Pathology Faculty Member, Research Mentor, 10 hours. Survey development.

08/2013

Hira Khalid, Undergraduate Research Mentor, 300 hours per year. BS (Pre-Med) obtained in May 2013.

08/2012 - 05/2013

Presentations

Invited

Internal/VCU

DiazGranados, D. & Dow, A. (2012, June). Interprofessional education: What are we learning here at VCU? *Presented at the VCU School of Medicine Professional Development Seminar on Interprofessional Education*, Richmond, VA.
06/2012

DiazGranados, D., Vanderbilt, A., & Dow, A. (2012, June). Assessing interprofessional readiness across schools. Presented at VCU School of Medicine, Department of Internal Medicine, Richmond, VA.
06/2012

Local/Regional (Virginia but Non-VCU)

DiazGranados, D. (2014, June). Building effective partnerships: HESI annual meeting. Presented at the annual meet of the Health and Environmental Science Institute, Washington, DC.
06/2018

National

DiazGranados, D. (2012, May). The influence of social distance on multicultural teams. Invited presentation to the 24th Annual Convention of the Association of Psychological Science, Chicago, IL.
05/2012

International

DiazGranados, D. (2013, June). Healthcare teams: Context, research and training. Invited presentation to the 14th Annual Conference of the Administrative Sciences Association of Canada, Calgary, Canada.
06/2013

Posters or Other Unsolicited Presentations

Internal/VCU

DiazGranados, D., Appelbaum, N., & Ryan, M. (2018, April). Improving the clinical learning environment: A collaborative workshop for students, residents, and faculty. Medical Education Symposium, School of Medicine.
04/2018

DiazGranados, D. & Reina, C. (2016, October). Leadership and practitioner well-being: How are these constructs related? Langston Center for Innovation in Quality and Safety Symposium, School of Nursing.
10/2016

National

Bradner, M., Rawls, M., Dow, A. W., Hemphill, R., Bowles, D., & **DiazGranados, D.** (2019, November). Stepping into the maelstrom: Observations from clinical medical students on patient safety and interprofessional practice. Poster to be presented at the AAMC Convention, Phoenix, AZ.

11/2019

Ryan, M., Stringer, J. K., & **DiazGranados, D.** (2019, November). Challenges in the clerkships. Poster to be presented at the AAMC Convention, Phoenix, AZ.

11/2019

Kahn, J., **DiazGranados, D.**, & Fields, E. (2019, November). Navigating the Transition from Residency to Attending Physician in Radiation Oncology. Poster to be presented at the AAMC Convention, Phoenix, AZ.

11/2019

Goldberg, S., Olex, A., & **DiazGranados, D.** (2019, September). Utilizing Natural Language Processing to automate the identification of acting intern challenges. Presentation to be given at the ChangeMedEd 2019 Conference, Chicago, IL.

09/2019

Helou M, **DiazGranados D.**, Cyrus J, & Ryan M. S. (2019, May). Practicing Medicine in the Gray: a Framework for Teaching Evidence Based Practice Under Uncertainty. American Society of Pediatric Hematology and Oncology (ASPHO) 2019 Annual Meeting, New Orleans, LA.

05/2019

Wildman, J.L., & Kyi Phyu Nyein (Chairs, 2019, April). *Longitudinal team research: Lessons learned and moving forward*. Panel Discussion at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD. [Presenters: **DiazGranados, D.**, Gibson, C., Goodwin, G.F., O'Neil, T., & Vessey, W.]

2019

Feldman M, Cyrus J, Helou M, Stringer J, Santen S, & **DiazGranados D.** (2018, November). Tolerance for ambiguity: perceptions of the medical school learning environment, and well-being across different phases of UME. Accepted Poster Presentation at the 2018 Annual AAMC Meeting in Austin, TX.

11/2018

Ryan MS, Tucker C, **DiazGranados D.**, & Chandran L. (2018, November). How are clinician-educators evaluated for educational excellence? A survey of promotion and tenure committee members in the United States. Presentation given at the AAMC Convention, Austin, TX.

11/2018

Rock, A. K., Marpuri, I., Agarin, F., & **DiazGranados, D.** (2018, April). Nursing and medical students' perceptions of safety concerns and medical error reporting: A qualitative study. Poster presented at the SGEA Conference, Jackson, MS.

04/2018

Friedrich, T. & **DiazGranados, D.** (2018, April). Clarifying Ambiguity: Reviewing key types and proposed outcomes. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

04/2018

DiazGranados, D. & Lazzara, E. H. (Chairs) (2017, October). *Making Patient Decisions: What are the Issues and Potential Solutions*. Panel presented at the 61st Annual Meeting of the Human Factors and Ergonomics Society: Austin, TX.
2017

Farago, P, & **DiazGranados, D.** (Chairs) (2017, April). Changing the conversation: Helping healthcare workers grow through change. Symposium at the 77th Annual Meeting of the Academy of Management (AOM), Atlanta, GA.
2017

Lazzara, E. H. & **DiazGranados, D.** (2016, August). Understanding error reporting: Through measurement of individual differences, error reporting attitudes and behavioral intentions. Paper presented at the APA Convention, Denver, CO.
08/2016

DiazGranados, D. & Lazzara, E. H. (2016, April). Understanding individual differences, error reporting attitudes and behavioral intentions. Paper presented at the SGEA Conference, Austin, TX.
04/2016

Lazzara, E. H., Keebler, J. R., Day, S., **DiazGranados, D.**, Pan, M., King, M., & Tu, S. (2016, February). *Highlighting trust in the provision of cancer care*. Presentation at the NCI-ASCO Teams in Cancer Care Workshop, Phoenix, AZ.
02/2016

Lazzara, E. H. & **DiazGranados, D.** (Chairs) (2016, September). *The future of cancer care: The role of human factors*. Panel presented at the 60th Annual Meeting of the Human Factors and Ergonomics Society, Washington DC.
2016

Wildman, J., **DiazGranados, D.**, & Curtis, M. T. (2016, April). *Ground Can't Hear You Scream: Self-Maintenance in Spaceflight Teams*. In S. Burke & C. Wiese (Co-chairs), Examining Team Process and Performance Requirements in Mission Critical Teams. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.
2016

DiazGranados, D., Friedrich, T., & New, N. (2016, April). Leadership dyads in healthcare: Collaboration between nurse and medical directors. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
2016

Lazzara, E. H., & **DiazGranados, D.**, & Fagerlund, A. (2016, April). *Understanding individual differences and error reporting attitudes and behavioral intentions*. Poster presented at the 2016 International Symposium on Human Factors and Ergonomics in Health Care, San Diego, CA.
2016

DiazGranados, D., Wildman, J. L., & Curtis, M.T. (2016, February). *Team self-*

maintenance: Understanding needs for future space travel. Poster presented at the NASA Human Research workshop; Galveston, TX.

2016

Wildman, J. L., **DiazGranados, D.** & Curtis, M. T. (2016, January). *Team self-maintenance in long duration exploration missions.* Presentation given at the inaugural Buzz Aldrin Space Institute (BASI) Workshop, Melbourne, FL.

2016

Lanning, S., Lockeman, K.S., **DiazGranados, D.**, Ivey, C., & Crossman, S. (2015, October). *Integrating peer evaluation into teams of interprofessional early learners.* Presentation given at Collaborating Across Borders V; Roanoke, VA.

2015

Peron, E., **DiazGranados, D.**, Lockeman, K., Johnson, S., Dodd-McCue, D., et al. (2015, October). *Interprofessional educator readiness: Are we missing the mark?* Presentation given at Collaborating Across Borders V; Roanoke, VA.

2015

DiazGranados, D., Wildman, J.L., & Curtis, M. T. (2015, July). Team self-maintenance. In L. Landon (Chair), *Teams in space: New research frontiers.* Symposia conducted at the 10th annual meeting of the Interdisciplinary Network for Group Research, Pittsburgh, PA.

2015

Appelbaum, N.P., **DiazGranados, D.**, Kimbrough, T., Bodin, S., & Peterson, G. (2015, June). *An interdisciplinary approach to increase patient safety event reporting and attitudes.* Poster presented at AAMC Integrating Quality; Chicago, Illinois.

2015

Boling, P., Palesis, J., **DiazGranados, D.**, Lockeman, K., Dow, A.W. (2015, May). Using social network analysis to evaluate geriatric interprofessional virtual teams. Poster presented at the American Geriatrics Society Annual Scientific Meeting; National Harbor, Maryland.

2015

DiazGranados, D. (2015, April). *Teamwork related issues in the care provided in an EVD outbreak.* In Keebler, J. R. (Chair), *Combating Ebola: The Role of HF/E Response to the Recent EVD Outbreak.* Panel discussion presented at the Human Factors and Ergonomics in HealthCare Symposium: Improving the Outcomes, Baltimore, MD.

2015

DiazGranados, D., Lockeman, K. S., & Dow, A. W. (2015, April). *Developing an assessment for interprofessional competency.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

2015

DiazGranados, D., Appelbaum, N., & New, N. (2015, April). *Understanding the nurse and physician director partnership.* Paper presented at the 30th Annual Conference of

the Society for Industrial and Organizational Psychology, Philadelphia, PA.
2015

DiazGranados, D., Jimenez, M., & Friedrich, T. (2014, August). Investigating the meaning of resilience across US military forces. Paper presented at the 2014 American Psychological Association Convention, Washington, DC [CE credit provided].

2014

DiazGranados, D. (2014, July). *Multiteam systems in healthcare*. In Shuffler, M. & Jimenez, M. (Chairs), *Bridging multiteam systems research and practice: A rapid fire interdisciplinary response*. Panel discussion presented at the 9th Annual Conference of the Interdisciplinary Network for Group Research, Raleigh, NC.

2014

DiazGranados, D., Appelbaum, N., & Dow, A. W. (2014, June). *Teams across contexts: How do healthcare teams differ in how they work?* Paper presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

Dow, A. W., **DiazGranados, D.**, & Lockeman, K. S. (2014, June). *Multi-institution, interprofessional study to understand the interprofessional education collaborative (IPEC) competencies*. Paper presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

Feldman, M., **DiazGranados, D.**, & Appelbaum, N. (2014, June). *Debriefing teams on the What and the Why of expert teamwork*. Paper presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

Lanning, S. K., Dow, A. W., **DiazGranados, D.**, & Lockeman, K. S. (2014, June). *Development of a campus-wide interprofessional education conference for beginning healthcare providers*. Poster presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

Lockeman, K. S., **DiazGranados, D.**, & Dow, A. W. (2014, June). Survey and video-provoked reflection to assess an interprofessional education series for beginning health care professionals. Poster presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

DiazGranados, D., Johnson, S., Lanning, S. K., Lockeman, K. S., Lynch, C., Peron, E., et al. (2014, June). *Identifying needs and opportunities for faculty development in interprofessional education*. Poster presented at the 7th International Conference on Interprofessional Practice and Education, Pittsburgh, PA.

2014

DiazGranados, D., & Friedrich, T. (2014, May). *Can you keep the startup culture*

when a company grows? Panel discussion presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

2014

Burke, C. S., **DiazGranados, D.**, & Heyne, K. (2014, May). Examining the role of trust in partially distributed multi-team systems. In A. Fulmer & J. L. Wildman (Co-Chairs), *Trust in organizations across levels: Interpersonal, team, and multiteam*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

2014

DiazGranados, D., Appelbaum, N., & Palesis, J. (2014, February). *A Social Network Analysis Assessment of Grant Collaborations*. Presented at the XXXIV Sunbelt Conference of the International Network for Social Network Analysis, St. Petersburg, FL.

2014

Kramer, W.S., **DiazGranados, D.**, Shuffler, M.L., & Stowers, K. (2013, August). Collectively leading: Influences of skills and trust in distributed teams. In S. Charlier, K. Heyne, & S. Zajac (Co-Chairs), *The influence of geographical distribution on shared leadership*. Symposium presented at the Academy of Management Annual Meeting, Orlando, FL.

2013

Coffey-Vega, K., Boling, P.A., & **DiazGranados, D.** (2013, May). *Measuring the attainment of AAMC Geriatric competencies using a web-based platform*. Poster presented at the 3rd Annual Conference of the American Geriatric Society, Irvine, TX.

2013

Woleben, C., Brinegar, L., Feldman, M., **DiazGranados, D.**, Evans, J. & Pugh, T. (2013, April). *Building teamwork skills during orientation to medical school: Evaluating the effectiveness of a ropes course*. Poster presented at the Southern Group Educational Affairs Meeting, Savannah, Georgia.

2013

Lanning, S., **DiazGranados, D.**, Kirkwood, C., & Damico, S. (2013, March). *Setting the foundation for interpersonal learning: An interprofessional case series*. Poster presented at the 1st Annual Emswiler Interprofessional Symposium, Richmond, VA.

2013

DiazGranados, D. & Benishek, L. E. (2013, April). *Exploring the science of team training in healthcare*. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX. [Discussant: D. P. Baker Presenters: Amodeo, A., Kerry, M., Chicocchio, F., & Kennel, V.]

2013

DiazGranados, D. & Smith-Jentsch, K. (2012, April). *How and when does team composition affect performance?* Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

[Presenters: Bell, S., Smith-Jentsch, K., DiazGranados, Mohammed, S., & Rico, R.]
2012

Shuffler, M. L., **DiazGranados, D.**, & Salas, E. (2012, July). Creating and sustaining effective teams: Towards a temporally based framework of team development interventions. In *Team Development and Transitions Symposium*, paper presented at the 7th Annual Conference of the Interdisciplinary Network for Group Research, Chicago, IL.
2012

Dow, A. W. & **DiazGranados, D.** (2012, June). *Campuswide measurement of interprofessional competency*. Plenary presentation given at AAMC Integrating Quality: Collaborating for Care, 3rd Annual Conference of the Association for American Medical Colleges; Rosemont, IL.
2012

Vanderbilt, A. A., **DiazGranados, D.**, Dow, A.W., Boling, P.A., Mazmanian, P.E., & Madden, M.A. (2012, June). *Interprofessional care teams with second year medical students*. Poster session presented at AAMC Integrating Quality: Collaborating for Care, 3rd Annual Conference of the Association for American Medical Colleges; Rosemont, IL.
2012

DiazGranados, D. (2012, May). The influence of social distance on multicultural teams. In C. S. Burke (Chair), *Looking at the impact of culture on collectives*. Invited presentation at the 24th Annual Convention of the Association of Psychological Science, Chicago, IL.
2012

DiazGranados, D., Salas, E., Smith-Jentsch, K., & Burke, C. S. (2012, April). Can leaders influence the performance of multicultural teams? In D. DiazGranados & K. Smith-Jentsch (Co-chairs), *How and when does team composition affect performance?* Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
2012

Gregory, M., Shuffler, M. L., **DiazGranados, D.**, & Salas, E. (2012). *Towards a temporally based framework of team development interventions*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
2012

DiazGranados, D., Burke, C. S., Salas, E., & Smith-Jentsch, K. (2011, August). The influence of leader social distance in multicultural teams. In M. L. Shuffler & D. DiazGranados (Co-chairs), *Leading across cultures: Emerging research trends from multiple levels*. Symposium presented at the 71st Annual Conference of the Academy of Management, San Antonio, TX.
2011

Burke, C. S., **DiazGranados, D.**, & Lyons, R. (2011, May). Leading multiteam systems: What is the role of goal conflict? In C. S. Burke (Chair), *Leadership of collectives: An examination of emerging trends*. Invited presentation at the 23rd Annual Convention of the Association of Psychological Science, Chicago, IL.
2011

Shuffler, M. L., **DiazGranados, D.** & Burke, C. S. (2011, August). *Leading across cultures: Emerging research trends from multiple levels*. Symposium presented at the 71st Annual Conference of the Academy of Management, San Antonio, TX. [Discussant: Goodwin, G. F. Presenters: Wiese, C., Herman, J. L., Hirshberg, J. J., DiazGranados, D., Dorfman, P. W.]
2011

Shuffler, M., Burke, C. S., & **DiazGranados, D.** (Co-chairs) (2010, July). *The future of shared leadership in collectives*. [Panelists: Zaccaro, S., Pearce, C., Zbylut, M., Balkundi, P., & Davis, E.]
2010

DiazGranados, D., Martin, S., Arvey, R., Deller, J., Pritchard, R. D., & Reichman, W. (2010, April). *A cross-cultural strategic performance management research incubator*. Roundtable conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
2010

Bedwell, W., Salazar, M., **DiazGranados, D.**, Shuffler, M., Wildman, J.L., & Salas, E. (2010, July). *Cultural divide: The impact of cultural diversity on collaboration*. Poster presented at the 5th Annual Conference of the Interdisciplinary Network for Group Research, Washington, D.C.
2010

Shuffler, M., **DiazGranados, D.**, & Salas, E. (2010, July). *Team building vs. team training: What works for performance gains?* Poster presented at the 5th Annual Conference of the Interdisciplinary Network for Group Research, Washington, D.C.
2010

Bedwell, W. L., **DiazGranados, D.**, Salas, E., & Burke, C. S. (2010, April). Bridging the cultural divide: Towards intercultural collaboration effectiveness. In F. Morgeson & E. Karam (Co—Chairs), *Team effectiveness: Concepts, causes, correlates, and consequences*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
2010

DiazGranados, D., Wiese, C., Marcus, J., Le, H., Smith-Jentsch, K., Burke, C. S., Potocnik, M. J., & Salas, E. (2010, April). *Examining potential moderators on the behavioral processes/outcomes relation: A meta-analysis*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
2010

Weaver, S. J., **DiazGranados, D.**, Rosen, M. A. Lyons, R., Salas, E. et al. (2010, April). I/O on the Healthcare front lines: Evaluating the effectiveness of team training in forward surgical teams. In. S. Hysong (Chair), Paging Dr. I/O: Improving healthcare quality through I/O Psychology research. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA. 2010

DiazGranados, D., Bedwell, W. L., Wildman, J. L., Xavier, L. F., Lazzara, E. H., Porter, M. S., Salas, E., (2009, July). *Multicultural collaboration: What makes it work?* Poster presented at the 4th Annual Conference of the Interdisciplinary Network for Group Research, Colorado Springs, CO. 2009

Bedwell, W. L., Pavlas, D., **DiazGranados, D.**, Curtis, M. T., Heyne, K., & Salas, E. (2009, April). Game-based training for continuous improvement. In W. L. Bedwell, M. L. Porter, & G. F. Goodwin (Co-chairs) *Technology-based training: Incorporating the science of training into practice*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. 2009

Stagl, K., Klein, C., Rosopa, P., **DiazGranados, D.**, Salas, E., & Burke, C. S. (2009, April). *The effects of cross training teams: A meta-analytic path model*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. 2009

Weaver, S. J., Rosen, M. A., **DiazGranados, D.**, Lyons, R., Lazzara, E. H., Barnhard, A., & Salas, E. (2009, April). Teamwork at the sharp end: Can team training improve patient safety in the operating room? In K. E. Charles & D. Scarborough (Co-Chairs) *The role of I/O Psychology in resolving the crisis in Healthcare*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. 2009

Weaver, S. J., Rosen, M. A., **DiazGranados, D.**, & Salas, E. (2009, April). Team training to enhance organizational safety culture. In S. J. Weaver, R. Lyons, & E. Salas (Co-chairs) *Transforming organizational culture in complex, dynamic environments for safety*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. 2009

Barnhard, A. M., Wildman, J. L., Bedwell, W. L., **DiazGranados, D.**, Lazzara, E. H., Porter, M. S., Xavier, L., et al. (2009, March). *What is collaboration? A multidisciplinary review*. Presentation given at the Florida Student Conference on Human Factors and Applied Psychology, Daytona Beach, FL. 2009

DiazGranados, D., Burke, C. S., DeChurch, L., & Salas, E. (2009, February). *REPSS: A simulation for research with multi-team systems*. Demonstration presented at the

DEOMI 7th Biennial EO, Diversity, and Culture Research Symposium, Patrick AFB, Daytona, FL.
2009

DiazGranados, D., Rosen, M. A., Lyons, R., Weaver, S. J., Salas, E., Wilson, K. A., et al. (2009, January). *Can simulation-based training in forward surgical teams develop affective team competencies?* Poster presented at the 9th Annual International Meeting on Simulation in Healthcare, Lake Buena Vista, FL.
2009

Bedwell, W. L., & **DiazGranados, D.** (Co-Chairs) (2009, July). *Interdisciplinary perspectives on collaboration: A panel discussion*. Panel Discussion presented at the 4th Annual Conference of the Interdisciplinary Network for Group Research, Colorado Springs, CO. [Panelists: C. S. Burke, M. Marks, T. St. Benoit, and J. Keaton]
2009

Bencaz, N., **DiazGranados, D.**, & Pritchard, R. D. (Co-chairs) (2009, April). *Getting to know your SIOP Fellows*. Roundtable presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
2009

DiazGranados, D., Weaver, S. J., & Salas, E. (Co-chairs) (2009, April). *Training for impact: Scientifically grounded practical advice*. Panel discussion presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
2009

DiazGranados, D., Harrell, M. M., & Piccolo, R. F. (Co-chairs) (2008, April). *Leading destructively: A theoretical and empirical examination of destructive leaders*. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA. [Discussant: Hogan, R. T. Presenters: Padilla, A., Mulvey, M., Rasch, R., Einarsen, S., & Birkland, A. S.]
2008

Weaver, S. J, Rosen, M. A, **DiazGranados, D**, Lyons, R., Lazzara, E. et al. (2008, December). *Optimizing safe, effective care through teamwork: Interim results of an evaluation of TeamSTEPPS in the operating room*. Poster presented at the 20th Annual Institute for Healthcare Improvement National Forum, Nashville, TN.
2008

Burke, C. S., **DiazGranados, D.**, Lyons, R., Goodwin, G. F., & Salas, E. (2008, August). Unpacking the black box of team process: Looking through the lens of meta-analysis. In K. Ryan (Chair), *The state of teamwork: Team processes and emergent states in the motivation of today's teams*. Symposium presented at the 68th Annual Conference of the Academy of Management, Anaheim, CA.
2008

DiazGranados, D., Lyons, R., Sims, D. E., Salas, E., & DeRouin-Jessen, R. E. (2008, August). *On-the-job training: A review and a theoretical model*. Poster presented at the

116th Annual Conference of the American Psychological Association, Boston, MA.
2008

DiazGranados, D., Klein, C., Lyons, R., Salas, E., Bedwell, W. L., & Weaver, S. J. (2008, July). *Investigating the prevalence, characteristics, and effectiveness of teams: A U.S. sample surveyed*. Poster presented at the 3rd Annual Conference of the Interdisciplinary Network for Group Research, Kansas City, MO.
2008

Lazzara, E. H., **DiazGranados, D.**, Wooten, II, S. R., Lyons, R., & Salas, E. (2008, July). *Team performance decay: Why does it happen and how to avoid it?* Poster presented at the 3rd Annual Conference of the Interdisciplinary Network for Group Research, Kansas City, MO.
2008

Barnhard, A., Lazzara, E. H., **DiazGranados, D.**, Wildman, J. L., & Salas, E. (2008, April). *Training research: Predominant trends in human factors*. Presentation given at the Florida Student Conference on Human Factors & Applied Psychology, Daytona Beach, FL.
2008

DiazGranados, D., Klein, C., Salas, E., Le, H., Burke, C. S., & Lyons, R. (2008, April). *Does team building work?* Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2008

Klein, C., Salas, E., **DiazGranados, D.**, Burke, C. S., Stagl, K. C., Goodwin, G. F., & Halpin, S. M. (2008, April). *Do team training interventions enhance valued team outcomes? A meta-analytic initiative*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2008

Van der Geer, E. **DiazGranados, D.**, Harrell, M. M., van Tuijl, H., Rutte, C. G., & Pritchard, R. D. (2008, April). *Meta-analysis on the moderating effect of task uncertainty on the effectiveness of ProMES feedback*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2008

Wooten II, S. R., **DiazGranados, D.**, Burke, C. S., & Salas, E. (2008, April). *The effects of the environment on adaptive team performance*. Presentation given at the Florida Student Conference on Human Factors & Applied Psychology, Daytona Beach, FL.
2008

Greenbaum, R. L., Folger, R. G., Pritchard, R. D., **DiazGranados, D.**, Nakano, K. M., & Grossmann, H. (2007, May). *Unethical acts in organizations: What's the cost?* Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

2007

Klein, C., Stagl, K. C., Salas, E., Burke, C. S., **DiazGranados, D.**, Goodwin, G. F., & Halpin, S. M. (2007, May). *A meta-analytic examination of team development interventions*. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology [Top Posters—Evening Reception], New York, NY.

2007

Van der Geer, E. **DiazGranados, D.**, Harrell, M. M., van Tuijl, H., Rutte, C. G., & Pritchard, R. D. (2007, May). *Meta-analysis on the moderating effect of task uncertainty on the effectiveness of ProMES feedback*. Poster presented at the 13th Annual Conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden.

2007

DiazGranados, D. (2006, May). Applications of conjoint analysis in Industrial/Organizational Psychology II. In R. D., Pritchard, D. DiazGranados, & M. J. Sargent (Co-chairs) *Applications of conjoint analysis in Industrial/Organizational Psychology*. Symposium presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

2006

DiazGranados, D., Bencaz, N., & Dipboye, R. L. (Co-chairs) (2006, May). *What exactly is executive coaching anyways? Graduate students question the experts*. Panel discussion presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

2006

DiazGranados, D., Bencaz, N., & Arvey, R. D. (Co-chairs) (2005, April). *Then and now: Influences generated and sustained by organizational leaders*. Panel discussion presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

2005

DiazGranados, D., Youngcourt, S. S., Sargent, M. J., & Pritchard, R. D. (Co-chairs) (2005, April). *Performance Feedback: Where Do We Go Next?* Panel discussion presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

2005

DiazGranados, D., Bencaz, N., Rosopa, P. J., & Pritchard, R. D. (2005, April). *Impact of organizational support on performance: Getting the most out of interventions*. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

2005

Navas, D. S., Castaneda, E., Melon, E., **DiazGranados, D.**, Fernandez, V., & Stone, D. L. (2005, April). *The influence of culture on the training process: A review of the*

literature. Poster session presented at the 1st Annual Graduate Student Forum, University of Central Florida, [Awarded best paper], Orlando, FL.
2005

DiazGranados, D., Bencaz, N., Rosopa, P. J., & Pritchard, R. D. (2005, March). *Improving the productivity of organizational interventions through proactive measures*. Poster presented at the 1st Annual Graduate Research Forum at the University of Central Florida, Orlando, FL.
2005

DiazGranados, D., Bencaz, N., Rosopa, P. J., & Pritchard, R. D. (2004, March). *Impact of organizational support on performance: Getting the most out of interventions*. Poster presented at the 25th Annual Industrial-Organizational/Organizational Behavior Graduate Student Conference, Tulsa, OK.
2004

International

Wildman, J. & **DiazGranados, D.** (2019, July). Cross-disciplinary approaches to teams. Panel presented at Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal. [Panel Member and Co-chair of the session].
07/2019

DiazGranados, D. (2013, June). *Understanding the leadership roles of Interprofessional team members*. Paper presented at the Collaborating Across Borders IV International meeting, Vancouver, Canada.
06/2013

DiazGranados, D. (2013, June). *Managing patient care: How do team processes differ across contexts?* Paper presented at the Collaborating Across Borders IV International meeting, Vancouver, Canada.
06/2013

Johnson, S. C., **DiazGranados, D.**, & Dow, A. W. (2013, June). *Effect of an Interprofessional Quality Improvement Project on Interprofessional Competency*. Poster presented at the Collaborating Across Borders IV International meeting, Vancouver, Canada.
06/2013

Wildman, J. L., Shuffler, M., **DiazGranados, D.**, Salas, E. & Burke, C. S. (2010, August). Trust and distrust development in multicultural teams: A theoretical framework. In T. Koehler, K. LaPort, & J. Dietz (Co-chairs), *Multicultural team effectiveness: An examination of group processes and leadership*. Symposium presented at the 70th Annual Conference of the Academy of Management, Montreal, Canada.
08/2010

Van der Geer, E. **DiazGranados, D.**, Harrell. M. M., van Tuijl, H., Rutte, C. G., & Pritchard, R. D. (2007, May). *Meta-analysis on the moderating effect of task uncertainty on the effectiveness of ProMES feedback*. Poster presented at the

13th Annual Conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden.
05/2007

Teaching Experience

Didactic and Clinical

Course Developer and Lecturer, Clinical Learning Environment Workshop, M3 Curriculum (180 M3s), 3 contact hours each lecture.
04/2017 - 04/2019 (in progress)

Leadership and Teamwork, School of Medicine, CCTR 690 course (spring semester offering), Instructor of Record (students are MD/PhDs, K Scholars, or PhD students). 30 contact hours per semester.
01/2015 - 05/2019 (in progress)

Lecturer, Team Science, Grant Writing Workshop Series (25 VCU faculty), 1 contact hour.
05/2019

Lecturer, Survey Research, Research for Residents (80 residents or fellows) 3 contact hours.
08/2018

Co-lecturer, PPS session on safety communication, M3 Curriculum (180 M3s), 3 contact hours
08/2018

IPE Foundations Course-IPEC 501, School of Medicine--Center for Interprofessional Education and Collaboration. Course co-developer and lecturer. 500+ students from nursing, pharmacy, dentistry, allied health, and social work, 15 contact hours per semester.
07/2015 - 12/2016

Lecturer, Teamwork and Collaboration, Guest Lecture for Engineering Capstone Senior Course. Invited by Dr. Russell Jamison (35 senior Engineering Students). 2 contact hours.
10/2014

Lecturer, Teamwork as Process and Outcomes, Guest Lecture for the VA-LEND Course. Invited by Dr. Carole Ivey (25 graduate students). 2 contact hours.
10/2014

Biostat Consulting--Leadership and Communication, School of Medicine, BIOS 516, Instructor of Record (15 graduate biostatistic students), 30 contact hours.
08/2014 - 12/2014

VCU Common Book, *The Circle* by Dave Eggers. Led discussion with 35 incoming VCU students. 1 contact hour.

08/2014

VCU Common Book, *Salt, Sugar, Fat* by Michael Moss. Led discussion with 35 incoming VCU students. 1 contact hour.

08/2013

IPE Case Series. Course co-developer. 300+ students from medicine, nursing, pharmacy, 10 contact hours per semester.

2013 - 2015

Instructor of Record, Psychology 494, Research Internship, 10 hours a week each semester. (7 undergraduate psychology students).

09/2012 - 05/2016

Lecturer, Survey Research, Research for Residents (80 residents or fellows) 3 contact hours.

08/2012 - 08/2014

Lecture developer, Leadership, Lead the Walk, Presented by Dr. Shawna Perry (133 new VCUHS housestaff transitioning into supervisory and leadership roles).

07/2012

Educational Innovations

Individualized Development Plan (IDP)--Team Science, KL2 Scholar Program Wright Center for Clinical and Translational Research. Developed the section on Team Science for the IDPs used by the Wright Center KL2 program.

01/2019

Co-Led evaluation of Surgery Residency Program. Conducted focus groups with all residents and prepared report for Program Chair and GME office which included recommendations for addressing programmatic changes.

04/2018 - 06/2018

Led evaluation of Medicine-Pediatrics Residency Program. Conducted focus groups with all residents and prepared report for GME office which included recommendations for addressing programmatic changes.

01/2018 - 04/2018

Leadership Training. Course co-developer and lecturer. A module based video recorded course developed and recorded for medical students. Lectures have been developed and recorded. In collaboration with Dr. Alan Dow and Dr. Nital Appelbaum.

09/2015 - 12/2016

Peer Assessment. A video was developed for interprofessional students enrolled in IPEC 501, utilized with 500+ students during the Fall 2015 semester. The video included slides and animation regarding the use and completion of peer assessment.

2015

Team Processes. A video was developed for interprofessional students enrolled in IPEC

501, utilized with 500+ students during the Fall 2015 semester. The video included slides and animation regarding the foundation of team processes.
2015

Team Debrief. Developed a faculty guide for leading team debriefs for interprofessional students enrolled in IPEC 501, utilized with 500+ students during the Fall 2015 semester. Faculty used guide as they interacted with students throughout the semester.
2015

Evaluation for DaVinci Works, Summer program led by Dr. Russel Jamison, School of Engineering (20 students from psychology, business, engineering).
05/2013 - 08/2013

Peer assessment instruments and process monitoring instruments for interprofessional students enrolled in IPEC 501 (approximately 500 students, from dentistry, allied health, nursing, pharmacy, social work).
01/2013 - 05/2015

Evaluation for Reynolds Geriatric Case, Interdisciplinary web-based case for medical, pharmacy, social work and nursing students (approximately 500 students).
07/2012 - 08/2013

Lead the Walk, Facilitator Guide, Systems Based Work, Teamwork and Leadership Discussion. Developed a facilitator guide used for table top discussion during the lead the walk session.
07/2012

Service Activities

Service to the Profession

Conference Program Committee Chair, Conference for the Interdisciplinary Network of Group Researchers, Seattle, WA
07/2019 - Present

Conference Program Committee Member, Conference for the Science of Team Science, Durham, NC
05/2019 - Present

Co-Chair, Developing Translational Science Competencies, NCATS Methods and Processes Domain Taskforce
05/2019 - Present

Consortia Program Chair, Conference for the Society for Industrial and Organizational Psychology, Austin, TX
04/2019 - Present

Task Force Committee Member, *Get Industrial and Organizational Psychology in Textbooks*, President Appointed Committee by the President of the Society for

Industrial and Organizational Psychology
05/2018 - Present

Chair, Team Science Workgroup, NCATS Methods and Processes Domain Taskforce
04/2016 - Present

Submission reviewer, Conference for the Academy of Management
12/2009 - Present

Submission reviewer, Conference for the Interdisciplinary Network of Group
Researchers
02/2009 - Present

Submission reviewer, Conference for the Society for Industrial and Organizational
Psychology
09/2005 - Present

Conference Program Committee Chair-in-Training, Conference for the Interdisciplinary
Network of Group Researchers, Lisbon, Portugal
07/2018 - 07/2019

Conference Program Committee Chair, Conference for the Science of Team Science,
East Lansing, MI
05/2018 - 05/2019

Consortia Program Chair-in-Training, Conference for the Society for Industrial and
Organizational Psychology, National Harbor, Washington, DC
04/2018 - 04/2019

Conference Program Committee Co-Chair, Conference for the Science of Team Science,
Galveston, TX
05/2017 - 05/2018

Co-Chair, Social Network Analysis Workgroup, NCATS Evaluation Key Function
04/2012 - 04/2014

Service to the Community

Reading specialist, Howard Street Tutoring Program, Fox Elementary
08/2015 - 04/2016

Volunteer, James River Clean Up, Friends of the James River Park, Richmond, VA
09/2014

Service to the University

Operations Committee Member, Wright Center for Clinical and Translational Research
at VCU
07/2011 - Present

Grant reviewer, Wright Center Multi-School pilot grant award

06/2019

Grant reviewer, Presidential Research Quest Fund program VCU
06/2019

Faculty Senator, School of Medicine Senator, Elected Position, Faculty Senate Virginia Commonwealth University
08/2016 - 05/2019

Committee Member, Faculty Senate Academic & Professional Status Committee
08/2016 - 05/2019

Search Committee Member, Director of LGBTQ Inclusion in the Division for Inclusive Excellence at VCU
12/2015 - 05/2016

Institutional Review Board (IRB) Member, Social and Behavioral Research, Panel B, Virginia Commonwealth University
08/2013 - 05/2016

Service to the School of Medicine

Grant reviewer, Value and Efficiency Teaching and Research (VETAR) Grant program VCU
04/2019

Search Committee Member, Scholarship Accelerator, School of Medicine Dean's Office
02/2019 - 05/2019

Submission reviewer, Medical Educational Symposium VCU
03/2018 - 04/2019

Symposium Program Committee Member, Medical Education Symposium VCU
02/2018 - 06/2018

Community Organizer, HR Redesign--A discussion with HR and Professional Faculty, School of Medicine
04/2017

Evaluator/Observer, Walk the Walk Orientation, School of Medicine
07/2013 - 07/2014

Search Committee Member, Director of Evaluation and Assessment, Center for Interprofessional Education and Collaborative Care
10/2012 - 04/2013

Publications

Papers Published in Peer Reviewed Journals

1. Helou, M., **DiazGranados, D.**, Ryan, M. S., & Cyrus, J. (in press). Facing

uncertainty in medicine: A scoping review and thematic analysis of conceptual models in decision-making. *Academic Medicine*.

2. Ryan MS, Tucker C, **DiazGranados D**, Chandran L. How are clinician-educators evaluated for educational excellence? A survey of promotion and tenure committee members in the United States. *Med Teach*. 2019. 1-7. PMID: [31007114](#)
3. Llewellyn N, Carter DR, **DiazGranados D**, Pelfrey C, Rollins L, Nehl EJ. Scope, Influence, and Interdisciplinary Collaboration: The Publication Portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program From 2006 Through 2017. *Eval Health Prof*. 2019 Mar 27; :163278719839435. PMID: [30917690](#)
4. Shuffler ML, **DiazGranados D**, Maynard MT, Salas E. Developing, sustaining, and maximizing team effectiveness: An integrative, dynamic perspective of team development interventions. *Acad Manag Ann*. 2018 Jun; 12(2):688-724. PMID: [30931078](#)
5. Rosen MA, **DiazGranados D**, Dietz AS, Benishek LE, Thompson D, Pronovost PJ, Weaver SJ. Teamwork in healthcare: Key discoveries enabling safer, high-quality care. *Am Psychol*. 2018 May-Jun; 73(4):433-450. PMID: [29792459](#)
6. **DiazGranados D**, Dow AW, Appelbaum N, Mazmanian PE, Retchin SM. Interprofessional practice in different patient care settings: A qualitative exploration. *J Interprof Care*. 2018 Mar; 32(2):151-159. PMID: [29083254](#)
7. Lockeman KS, Lanning SK, Dow AW, Zorek JA, **DiazGranados D**, Ivey CK, Soper S. Outcomes of Introducing Early Learners to Interprofessional Competencies in a Classroom Setting. *Teach Learn Med*. 2017 Oct-Dec; 29(4):433-443. PMID: [28281832](#)
8. Lazzara EH, Keebler JR, Day S, **DiazGranados D**, Pan M, King MA, Tu SP. Understanding Teamwork in the Provision of Cancer Care: Highlighting the Role of Trust. *J Oncol Pract*. 2016 Nov; 12(11):1084-1090. PMID: [27601505](#)
9. Surkis A, Hogle JA, **DiazGranados D**, Hunt JD, Mazmanian PE, Connors E, Westaby K, Whipple EC, Adamus T, Mueller M, Aphinyanaphongs Y. Classifying publications from the clinical and translational science award program along the translational research spectrum: a machine learning approach. *J Transl Med*. 2016 Aug 5; 14(1):235. PMID: [27492440](#)
10. Lockeman KS, Dow AW, **DiazGranados D**, McNeilly DP, Nickol D, Koehn ML, Knab MS. Refinement of the IPEC Competency Self-Assessment survey: Results from a multi-institutional study. *J Interprof Care*. 2016 Nov; 30(6):726-731. PMID: [27797633](#)
11. Dow AW, Boling PA, Lockeman KS, Mazmanian PE, Feldman M, **DiazGranados D**, Browning J, Coe A, Selby-Penczak R, Hobgood S, Abbey L, Parsons P, Delafuente J, Taylor SF. Training and Assessing Interprofessional Virtual Teams Using a Web-Based Case System. *Acad Med*. 2016 Jan; 91(1):120-6. PMID: [26375268](#)
12. Dow AW, **DiazGranados D**, Mazmanian PE, Retchin SM. An exploratory study of an assessment tool derived from the competencies of the interprofessional education

collaborative. *Journal of Interprofessional Care*. 2014;28(4):299–304.

13. Vanderbilt AA, Grover AC, Pastis NJ, Feldman M, **DiazGranados D**, Murithi LK, et al. Randomized Controlled Trials: A Systematic Review of Laparoscopic Surgery and Simulation-Based Training. *Global Journal of Health Science*. 2014;7(2).

14. Dow AW, **DiazGranados D**, Mazmanian PE, Retchin SM. Applying organizational science to health care: a framework for collaborative practice. *Acad Med*. 2013 Jul; 88(7):952-7. PMID: [23702530](#)

15. Boling, P., Dow, A., Hobgood, S., & **DiazGranados, D.** (2013). Outcomes from web-based inter-professional learning and evaluation on a large scale. *Gerontologist* (53), 72.

16. Curtis MT, **DiazGranados D**, Feldman M. Judicious use of simulation technology in continuing medical education. *J Contin Educ Health Prof*. 2012 Fall; 32(4):255-60. PMID: [23280528](#)

17. Feldman M, Lazzara EH, Vanderbilt AA, **DiazGranados D**. Rater training to support high-stakes simulation-based assessments. *J Contin Educ Health Prof*. 2012 Fall; 32(4):279-86. PMID: [23280532](#)

18. Shuffler ML, **DiazGranados D**, Salas E. There's a Science for That. *Current Directions in Psychological Science*. 2012;20(6):365–72.

19. Bedwell WL, Wildman JL, **DiazGranados D**, Salazar M, Kramer WS, Salas E. Collaboration at work: An integrative multilevel conceptualization. *Human Resource Management Review*. 2012;22(2):128–45.

20. **DiazGranados, D.** & Salas, E. (2011). Individual and team training: Developments from the training literature [Desarrollo de la literature de entrenamiento individual y de equipo]. *Persona*, 13, 43-69.

21. Weaver SJ, Salas E, Lyons R, Lazzara EH, Rosen MA, **DiazGranados D**, Grim JG, Augenstein JS, Birnbach DJ, King H. Simulation-based team training at the sharp end: A qualitative study of simulation-based team training design, implementation, and evaluation in healthcare. *J Emerg Trauma Shock*. 2010 Oct; 3(4):369-77. PMID: [21063560](#)

22. Weaver SJ, Lyons R, **DiazGranados D**, Rosen MA, Salas E, Oglesby J, Augenstein JS, Birnbach DJ, Robinson D, King HB. The anatomy of health care team training and the state of practice: a critical review. *Acad Med*. 2010 Nov; 85(11):1746-60. PMID: [20841989](#)

23. Lazzara EH, Weaver SJ, **DiazGranados D**, Rosen MA, Salas E, Wu TS, et al. Team Medss: A Tool for Designing Medical Simulation Scenarios. *Ergonomics in Design: The Quarterly of Human Factors Applications*. 2010;18(1):11–77.

24. Salas E, Rosen MA, **DiazGranados D**. Expertise-Based Intuition and Decision Making in Organizations. *Journal of Management*. 2010;36(4):941–73.

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