

Ajay Somaraju, Ph.D.

School of Management
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RESEARCH INTERESTS

Team Leadership, Leadership Networks, Strategic HR, Microfoundations of Human Capital
Emergence, Research Methods

EDUCATION

December 2023	Ph.D. in Organizational Psychology Concentration: Quantitative Methods in Evaluation Science Michigan State University Dissertation Topic: <i>Build vs Buy Dynamics: Computationally Modeling the Effects of Internal and External Hiring Preferences Across Time, Job Level, and Structure</i> Chair: Dorothy R. Carter, Ph.D. Committee Members: Dr. Kevin Hoff Dr. Ann Marie Ryan Dr. Philip S. DeOrtentiis
May 2020	M.A. in Organizational Psychology Michigan State University
May 2017	B.S. in Psychology – <i>Summa Cum Laude</i> Concentration: Economic and Demographic Data Analysis The University of Texas at Dallas

ACADEMIC POSITIONS

Fall 2025 – Present	Assistant Professor of Management Analytics <i>Binghamton University, SUNY</i>
Summer 2024 – Fall 2025	Postdoctoral Research Fellow <i>University of South Florida, Advisor: Dr. Steve W.J. Kozlowski</i>
Fall 2020 – Fall 2023	National Defense Science & Engineering Graduate Research Fellow <i>Army Research Office</i>

GRANTS, FELLOWSHIPS, & AWARDS

2020 – 2023	National Defense Science and Engineering Fellowship Awarded a three-year graduate fellowship from the Department of Defense to study risk and resilience of closed-form and scale-free networks. <u>Total Amount:</u> \$250,000.	<i>Army Research Office</i>
2021	Ford Blue Oval Scholarship Student award for exemplary research related to workforce analytics. <u>Total Amount:</u> \$2,500.	<i>Ford Motor Company</i>

- 2020 **Co-PI** (with Daniel J. Griffin), *Society for Industrial-Organizational Psychology*, Visionary Circle Grant, “To Influence or Be Influenced?: Leadership and Information Processes in Teams.” (Semi-Finalist, Not Funded). Total Amount: \$100,000.
- 2019 **PI**, *Michigan State University*, Graduate Student Multicultural Research Grant, “Cultural Relativity in Conflict Resolution: Cross-Cultural and Intra-Cultural Differences.” Total Amount: \$300.
- 2019 **PI**, *Michigan State University*, Graduate Student Research Enhancement Grant, “Cultural Relativity in Conflict Resolution: Cross-Cultural and Intra-Cultural Differences.” Total Amount: \$1,490.
- 2018 **Graduate Travel Award** *Michigan State University*
Travel award for graduate students that are first authors on an accepted conference presentation. Total Amount: \$600
- 2016 **John Santrock Travel Award** *University of Texas at Dallas*
Award given to outstanding undergraduate psychology researchers to attend a psychological conference. Total Amount: \$1,000.
- 2013 - 2017 **Academic Excellence Scholarship** *University of Texas at Dallas*
Recognizes high potential undergraduate students and provides them with full tuition and stipend. Total Amount: \$80,000.
- 2013 - 2017 **Dean’s List** *University of Texas at Dallas*
Recognized each semester for undergraduate students whose grade point averages for the term are 3.5 or better for 12 units of graded coursework.

PEER-REVIEWED JOURNAL PUBLICATIONS

- Olenick, J., Eggler, K. D., Bowker, J., Kozlowski, S. W., Chang, C. H., **Somaraju, A.V.**, & Griffin, D. J. (2024). A qualitative investigation of teamwork in extreme environments. *Group & Organization Management*. <https://doi.org/10.1177/10596011241285662>.
- Somaraju, A.V.**, Griffin, D. J., Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. (2024). A dynamic systems theory of intrateam conflict contagion. *Journal of Applied Psychology*, 109(6), 871–896. <https://doi.org/10.1037/apl0001172>.
- Olenick, J., & **Somaraju, A.V.** (2024). Questionable assumptions and the study of emergent diversity effects. *Academy of Management Perspectives*, 38(1), 120-131. <https://doi.org/10.5465/amp.2022.0231>.
- Olenick, J., & **Somaraju, A.V.** (2023). On the undervaluing of diversity in the validity–diversity tradeoff consideration. *Industrial and Organizational Psychology*, 16(3), 353-357. doi:10.1017/iop.2023.29.
- Leong, F.T.L., Chopik, W. J., **Somaraju, A.V.**, Kuang, S. (2023). Antecedents of Rowe and Kahn’s Successful Aging Model for Asian Americans. *Asian American Journal of Psychology*.
- Griffin, D.J., **Somaraju, A.V.**, Dishop, C., & DeShon, R. P. (2022). Evaluating Interdependence in Workgroups: A Network-Based Method. *Organizational Research Methods*, <https://doi.org/10.1177/10944281211068179>.
- Somaraju, A.V.**, Griffin, D. J., Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. (2022). The dynamic nature of interpersonal conflict and psychological strain in extreme work settings. *Journal of Occupational Health Psychology*, 27(1), 53–73. <https://doi-org.proxy2.cl.msu.edu/10.1037/ocp0000290>.
- Somaraju A.V.**, Nye C.D., Olenick J. (2021). A Review of Measurement Equivalence in Organizational Research: What’s Old, What’s New, What’s Next? *Organizational Research Methods*. <https://doi.org/10.1177/109442812110565>.

Murugavel, V. & **Somaraju, A.V.** (2016). Cultural differences in conflict strategies in the workplace. *International Journal of Arts and Sciences*, 9, 135-144.

RESEARCH (IN-PROGRESS)

Braun, M.T., **Somaraju, A.V.**, Kuljanin, G., Griffin, D.J., Kozlowski, S. W. J. Analyzing Intensive Longitudinal Data Analysis (2027, Anticipated). In Zhou, L., Withers M., Liu, Y., Busenbark, J. (Eds.), *Handbook of Quantitative Research Methods in Business and Management*. SAGE.

Eggler, D., **Somaraju, A.V.**, Olenick, J. Reducing the effects of adverse impact on racial wealth inequality (under review). *Journal of Computational Social Science*.

Somaraju, A.V., Bowker, J., Griffin, D. J., Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. Conflict Asymmetry in Long Duration Teams (submission). Target: *Psychological Science*.

Somaraju A.V., Carter, D.R. Internal vs External Hiring (Draft). Target: *Organization Science*.

Carter, D.R. & Somaraju, A.V. Leadership Networks in TMT (Data Analysis). Target: *Strategic Organization*.

Griffin D.J., **Somaraju, A.V.**, Olenick, J., Chang, C.-H. (D.), & Kozlowski, S. W. J. Forces (Draft). Target: *Journal of Applied Psychology*.

Olenick, J., **Somaraju, A.V.**, Griffin D.J., Chang, C.-H. (D.), & Kozlowski, S. W. J. Single item validation (Draft). Target: *Journal of Business and Psychology*.

Griffin D.J., **Somaraju A.V.** Unifying Interdependence for Optimal Team Task Assignment (Draft). Target: *Organization Science*.

Somaraju, A.V., Braun, M.T., Kuljanin, G., Griffin, D.J., Kozlowski, S. W. J. Improving Dynamical Thinking in Management Theories (Draft). Target: *Journal of Management*.

Somaraju, A.V., Kuljanin, G., Braun, M.T., Griffin, D.J., Kozlowski, S. W. J. A Review and Tutorial on Theorizing with Dynamic Models (Draft). Target: *Organizational Research Methods*.

Somaraju, A.V., Bowker, J., Taullahu, D., & Kozlowski, S.W.J. Review of Human Capital Microfoundations Research (Coding). Target: *Academy of Management Annals*.

Somaraju, A.V. Demographic Changes in Career Networks (Data Collection). Target: *Journal of Applied Psychology*.

Somaraju, A.V., Boettcher S., Taullahu, D. Redundancy vs Efficiency Tradeoffs in Group Composition (Programming Model). Target: *Journal of Applied Psychology*.

Somaraju, A.V., Boettcher S., Taullahu, D. Optimal Human-Agent Team Composition (Ideation). Target: *Organization Science*.

Somaraju, A.V., Kozlowski, S. W. J. Parsing Compositional and Computational Emergence in Nearly Decomposable Systems (Ideation). Target: *Organizational Research Methods*.

ARCHIVED RESEARCH

Somaraju, A.V. & Olenick, J. (2022). What makes a biased selection process? Longitudinal and measurement concerns. <https://doi.org/10.31234/osf.io/fsdt3>.

Somaraju, A.V. & Olenick, J. (2022). When equal opportunity exacerbates inequality: A note on the dynamics of widening wealth disparities. <https://doi.org/10.31234/osf.io/ng2y5>.

Somaraju, A.V. (2025). A Cautionary Note on Avoiding the Initial Conditions Problem in the CLPM-RI. <https://doi.org/10.31234/osf.io/6xzem>.

Somaraju, A.V., Griffin, D. J., & DeShon, R. P. A Note on the Similarity of Latent Change and Traditional Autoregressive Models for Estimating Change and Stability: A Comment on Matusik et al.(2020). <https://doi.org/10.31234/osf.io/cwgtx>.

BOOKS & CHAPTERS

Leong, F. T., Kalibatseva, Z., & **Somaraju, A.V.** (2021). Evaluating Measurement Equivalence in Cross-Cultural Stress Research. In Ringeisen, T., Genkova, P., & Leong, F.T. (Eds.), *Handbuch Stress und Kultur*. Springer, Wiesbaden.

INVITED PRESENTATIONS

Somaraju, A.V., *Building Organizational Network Analysis Capabilities in People Analytics* (2021). Virtual Presentation. Human Capital Analytics Conference.

Somaraju, A.V., *Using Organizational Network Analysis for Talent Decisions* (2021). Virtual Presentation. Northwestern Mutual Knowledge Share Event.

CONFERENCE PRESENTATIONS

Thomas, S. T., **Somaraju, A.V.**, & DeYoung, M. L. (2025, April). Leveraging Geolocation Data to Analyze and Optimize Distributed Workforce Strategies [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Somaraju, A.V., Murugavel, V.R., Randall, Y., Breinlinger, M. (2025, April). Hiring the Hirers: Vendor & Client Considerations for Evaluating Selection Algorithms [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Eggler, K. D., **Somaraju, A.V.**, & Olenick, J. (2025, April). Modeling the effects of adverse impact on racial wealth inequality. [Poster]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO.

Griffin, D.J., **Somaraju, A.V.**, Olenick, J., Chang, C.H.-(D.), Kozlowski, S.W.J. (2023, April). *Emergent Social Interaction Networks in Extreme Teams: A Formal Theory of Force Field*. In Olenick, J., *Interpersonal Relations in Extreme Teams: A Social Network Perspective*. Symposium. 38th Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

Griffin, D.J., **Somaraju, A.V.**, Olenick, J., Chang, C.H.-(D.), Kozlowski, S.W.J. (2023, April). *Emergent Social Interaction Networks in Extreme Teams: A Formal Theory of Force Field*. In Olenick, J., *Interpersonal Relations in Extreme Teams: A Social Network Perspective*. Symposium. 38th Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

Somaraju, A.V., Braun, M., Griffin, D.J., Kuljanin, G., & Kozlowski, S.W.J. (2023, April). *Dynamic Trajectories*. In Braun, M., *The Challenge Within: Dynamics, Subpopulations, and Process-mechanisms*. Symposium. 38th Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

Hemsley, R., Guo, A., **Somaraju, A.V.**, Burgess, B., Hays, N. (2022, August). Preoccupation or Internalization? Pruning Perspectives On Decoupling Conflict Through Temporal and Social Dynamics. In Sabey, T., *When Hierarchy Helps: Exploring Positive Outcomes of Social Hierarchies at Work*. 82nd Annual Academy of Management Conference.

Griffin, D. J., **Somaraju, A.V.**, Olenick, J., Pyram, R., DeShon, R. P., (2022, August). *The Interdependent Systems Theory of Collective Performance: An Integrative Theory of Teamwork*. 82nd Annual Academy of Management Conference.

Pyram, R., VanFossen, J.A., & **Somaraju, A.V.** (2022, April). *The Case for Organizational Ethicality: Implications for Employee Behaviors*. Poster presentation. 37th Annual Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Prasad, J., **Somaraju, A.V.**, Nye, C.D. (2022, April). Clarifying the Utility of Machine Learning. In Prasad, J. J., *Exploring the Utility of Machine Learning through Diverse Applications*. Symposium. 37th Annual Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Pyram, R., **Somaraju, A.V.**, & Roberson, Q. (2022, March). *In the Eyes of The Beholders: A Social Influence Signal Detection Theory of Discrimination Detection*. Paper presentation. Purdue Dismantling Bias Research to Practice Conference, Lafayette, IN.

- Hemsley, R., Guo, A., **Somaraju, A.V.**, Burgess, B., Hays, N. (2021, July). *Preoccupation or Internalization? Pruning Perspectives On Decoupling Conflict Through Temporal and Social Dynamics*. Paper presentation. 34th Annual International Association for Conflict Management Conference. Virtual Conference.
- Somaraju, A.V.**, Olenick, J., Griffin, D.J., Chang, C.H., Kozlowski, S.W.J. (2021, April). *Dynamics of Conflict Contagion*. Poster presentation. 36th Annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Somaraju, A.V.**, Misco, A., Steel, P., Oswald, F. (2021, April). *Thinking Bayesian: Opportunities and Challenges*. Panel discussion. 36th Annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Somaraju, A.V.**, Dishop, C.R., Griffin, D.J., & DeShon, R.P. (2020, April). *The Dynamics of Collective Performance*. Poster presentation. 35th Annual Society for Industrial and Organizational Psychology Conference, Event Cancelled.
- Bertolino, M., Leong, F.T., Boriello-Ragno, & **Somaraju, A.V.** (2020, April). The role of Career Adapt-Abilities-5 in relationship with work outcomes in a professional French context. In Leong, F.T., *Adaptability at Work: Cross-Cultural Perspectives*. Symposium. 35th Annual Society for Industrial and Organizational Psychology Conference, Event Cancelled.
- Kuang, S., **Somaraju, A.V.**, Chopik, W.J., & Leong, F.T. (October 2019). *Understanding the Effect of Workplace Discrimination on Elderly Asian-Americans*. Annual Conference of the Asian-American Psychological Association. San Diego, CA.
- Somaraju, A.V.** (April 2019). *Conflict Avoidance: A Study Across Indian, East Asian, and Western Cultures*. Poster presentation. 34th Annual Society for Industrial and Organizational Psychology Conference, National Harbor, Fort Washington, MD.
- Somaraju, A.V.**, & Murugavel, V. (2017, April). *Applying cultural models to hierarchies in terrorist organizations*. Poster presentation. 75th Annual Midwest Political Science Conference, Chicago, IL.
- Somaraju, A.V.**, & Murugavel, V. (2016, May). *Cultural differences in conflict strategies in the workplace*. Poster presentation. Annual Multidisciplinary Conference of the International Journal of Arts and Sciences, Boston, MA.

TEACHING EXPERIENCE

Spring 2023	Guest Lecturer – Computational Modeling Seminar Series <i>Department of Psychology, University of South Florida</i>
Spring 2022	Guest Lecturer – Research Methods <i>Department of Marketing, Case Western University</i>
Fall 2019 – Spring 2020	Teaching Assistant – Introduction to Psychology <i>Department of Psychology, Michigan State University</i>
Summer 2019	Graduate Instructor - Abnormal Psychology <i>Department of Psychology, Michigan State University</i>
Spring 2019	Teaching Assistant - Social Psychology <i>Department of Psychology, Michigan State University</i>
Fall 2018	Teaching Assistant - Research Methods in Psychology <i>Department of Psychology, Michigan State University</i>
Fall 2016	Undergraduate Teaching Assistant – Research Methods in Psychology <i>Department of Psychology, The University of Texas at Dallas</i>

Summer 2014

Guest Instructor – Test of English as a Foreign Language (TOEFL)
Sakarya University, Sakarya, Turkey

PROFESSIONAL AFFILIATIONS

Member, Society for Industrial and Organizational Psychology.

DEPARTMENTAL SERVICE

Technology Committee, 2020-2021, Michigan State University

Program Committee, 2019-2020, Michigan State University

Mentoring Committee, 2019-2020, Michigan State University

Brownbag Committee, 2019-2020, Michigan State University

Recruitment Committee, 2018-2019, Michigan State University

REVIEWER EXPERIENCE

Editorial Board Member

- Journal of Business and Psychology (2024-present)

Ad-hoc Reviewer

- Behavioral Research Methods (2025)
- Society for Industrial and Organizational Psychology Annual Conference (2020-Present)

APPLIED EXPERIENCE

June 2021 – Present

Advanced Analytics Consultant
Allstate Insurance Company

January 2022 – July 2024

Workforce Planning Consultant
Mercury Systems Inc.

May 2021

Predictive Analytics Consultant
AE Strategies

March 2018 – August 2018

HR Consultant
DiversityWealth, LLC.