

BRYAN ACTON, PH.D.

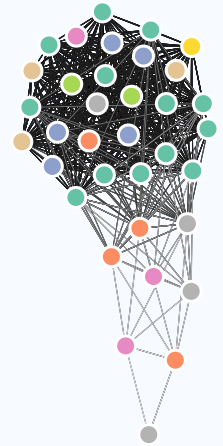
I am fascinated by adopting cutting-edge statistical techniques for studying the **multi-level dynamics of leadership** in teams. This includes designing simulations using agent-based models to study the process of leadership emergence, and using machine learning to improve the quality of items used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

ACADEMIC APPOINTMENTS

- Current
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2022
- **Assistant Professor of Leadership & Organizational Behavior**
Binghamton University School of Management 📍 Vestal, NY
 - **Postdoctoral Research Associate**
Durham University Business School (Centre for Leadership & Followership) 📍 Durham, UK
 - Mentor: Dr. Robert Lord

EDUCATION

- 2020
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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
 - **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
 - **B.A., Psychology**
Massachusetts College of Liberal Arts 📍 North Adams, MA
 - Honors Program
 - Summa Cum Laude
 - Business Minor & Independent Study



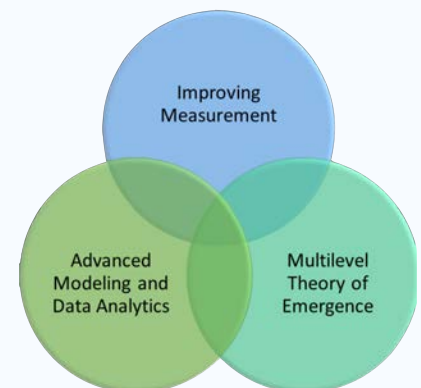
This CV was made by using Nick Strayer's `datadrivencv` R package, and built in R blogdown

Use the HTML version of my CV or view this CV online to see interactive visualizations with links at bpacton.com/cv/cv.html

CONTACT

- ✉ bryan.p.acton@durham.ac.uk
- 🐦 [bp_acton](https://twitter.com/bp_acton)
- 📄 github.com/actonbp
- 🌐 bpacton.com
- 📌 [linkedin.com/in/bryanpacton](https://www.linkedin.com/in/bryanpacton)

RESEARCH AREAS



RESEARCH EXPERIENCE

Current
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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.

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. (2020). Do you remember? Rater memory systems and leadership measurement. *The Leadership Quarterly*, 101455. <https://doi.org/10.1016/j.leaqua.2020.101455>

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



BOOK CHAPTERS

Forthcoming

● **Implicit Leadership and Followership Theories: From the leader/follower within to leaders/followers in plural and in flux**

Susanne Braun, Karolina W. Nieberle, Bryan P. Acton

📍 SAGE Handbook of Leadership (2nd ed.)

Forthcoming

● **Leadership identity at a crossroads: New ways of theorizing measuring and modeling dynamic states**

Olga Epitropaki, Bryan P. Acton, Karolina W. Nieberle

📍 Oxford Handbook of Leadership, Followership and Identity



TEACHING EXPERIENCE

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.

I received the "Favorite Faculty Award", awarded by the student services department at Virginia Tech.

SELECTED CURRENT PROJECTS

Current
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2020

● **Capturing identity invention with a system dynamics approach**

Drs. Karolina Nieberle, Susanne Braun, Robert Lord (Durham University)

- Purpose of the project is to model the process of how first year students in university invent their initial leader and follower identities. We studied identity fluctuations at the daily-level across three different contexts across a year.
- Working paper reviewed by many colleagues including Dr. Steven Boker (UVA). Paper presented at AOM 2021. Paper also presented at JAP paper development workshop. Paper was revised with plans to submit to JAP in coming weeks.
- In addition to central paper, I am working on developing a Shiny application to easily visualize system dynamics with Dr. Steven Boker.

Current
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2020

● **Using supervised learning to classify leadership scale items in terms of memory processing**

Drs. Robert Lord (Durham University), Tiffany Keller Hansbrough (Fairleigh Dickinson), Janey Zheng (Durtham University), Paul Hanges (Maryland)

- Purpose of this project is to use our multiple samples of past leadership ratings ($N > 30000$), to train a classification model to identify the role of item characteristics in memory processing for leadership judgements.
- We are working on a grant submission for funding from the US Army Research Institute to fund additional data collection and other resources.
- Ultimate goal will be to create a shiny application that can serve as an instrument development tool, so that people can input items they are working on and identify the type of memory processing people would use for that item.

Current
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2019

● **Race, identity, & leadership emergence**

Drs. Tyree Mitchell (LSU), Patrick Coyle (La Salle University)

- Purpose of this project is to test our theory about the complicated role of identity expression in organizations. We utilize a sample of student teams working over time. The paper originally received a revision, but we are now working on an agent-based model to test the temporal implications of race on leadership over time, with plans of resubmitting the paper.
- I am leading the development of the agent-based model where we simulate teams with different combinations of the core study variables. We will next manipulate some of the assumptions about diversity and teams.
- I am using this paper to prepare a paper on using agent-based models to study team dynamics with a walk-through tutorial.

Current
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2021

● **Modeling the power of affect in leadership judgments**

Drs. Tiffany Keller Hansbrough (Fairleigh Dickinson), Paul Hanges (University Maryland), Roseanne Foti (Virginia Tech), Robert Lord (Durham University)

- We have designed two experiments where we test the role of affect on accuracy in leadership judgements. I am using causal random forest analysis to assess what factors lead to the largest treatment effect.
- Initial paper proposal received invitation for full paper at Leadership Quarterly, but was pulled because of timeline constraints. Plans for data collection still on going.

Current
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2020

● **Using Episodic Processing to Lower the Influence of Liking on Leadership Judgments**

Drs. Tiffany Keller Hansbrough (Fairleigh Dickinson), Roseanne Foti (Virginia Tech), Robert Lord (Durham University)

- Based on our grant funded by the Army Research Institute, we have three studies illustrating that when individuals use more episodic processing when making leadership judgments, they are less influenced by how much they like their supervisor.
- I am lead author on the paper related to this project. Initial paper presented at SIOP 2021. Full paper submission planned in the next month.

 **BLOGS WRITTEN (ABOUT)**

Current
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2020

● **Currently writing posts on data analysis tutorials using R, improving the process of team science, and other topics.**

bpacton.com

 **INDUSTRY EXPERIENCE**

Current
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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.



R 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.