

CURRICULUM VITAE

December, 2023

James R. Larson, Jr.

ADDRESSES

University: Department of Psychology
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EDUCATION

B.S. 1973 Seattle University, Seattle Washington
Major: Psychology (Summa Cum Laude)

M.S. 1975 University of Washington, Seattle Washington

Ph.D. 1977 Major: Social Psychology
Minor: Quantitative Methods

EMPLOYMENT HISTORY

1977 - 1979 Department of Psychology, Douglass College, Rutgers University
- Visiting Assistant Professor

1979 - 1984 Columbia University
- Department of Psychology, Barnard College
Assistant Professor (1979-1981)
- Management of Organizations Division, Graduate School of Business
Assistant Professor (1981-1984)

1984 - 2010 Department of Psychology, University of Illinois at Chicago
- Associate Professor (1984-1998; Tenured, 1986)
- Professor (1998-2010)
- Associate Department Chair (2008-2010)
- Professor Emeritus (2010-Present)

2010 - Present Department of Psychology, Loyola University Chicago
- Professor (2010-2019)
- Department Chair (2010-2019)
- Professor Emeritus (2019-Present)

PROFESSIONAL AND HONORARY SOCIETIES

Academy of Management (Resigned)
 Alpha Sigma Nu (Jesuit Scholastic Honorary Society)
 American Association of University Professors
 American Psychological Association (Resigned)
 Association for Psychological Science (Fellow)
 Midwestern Psychological Association (Fellow)
 Sigma Xi, The Scientific Research Society (Resigned)
 Society for Experimental Social Psychology (Fellow)

EDITORIAL REVIEW WORK

Associate Editor, *Group Processes and Intergroup Relations* (2013-Present)
 Associate Editor, *Journal of Personality and Social Psychology: IRGP* (1999-2002)

Editorial Boards:

Basic and Applied Social Psychology (1997-Present)
Group Dynamics: Theory, Research, and Practice (2005-2013; 2019-Present)
Journal of Applied Psychology (1989-1996)
Journal of Behavioral Decision Making (2004-2023)
Journal of Experimental Social Psychology (2003-2017)
Journal of Personality and Social Psychology: IRGP (1996-1998, 2002-2014)
Organizational Behavior and Human Decision Processes (2007-2019)
Personality and Social Psychology Bulletin (1999-2001)
Small Group Research (2011-2013)

Ad Hoc Reviewer (Most Recent):

Basic and Applied Social Psychology; Cognitive Research: Principles and Implications; Complexity; Group and Organization Management; Human Communications Research; Journal of Applied Social Psychology; Journal of Managerial Psychology; Management Science; Personality and Social Psychology Bulletin; Proceedings of the National Academies of Science; Psychological Science; Psychology of Sport and Exercise; Small Group Research

RESEARCH GRANTSExternal (as PI or Co-PI)

1980 - 1983 *Causes and consequences of supervisory performance feedback behavior.* National Science Foundation. (DAR-8011628; \$35,000).
 1991 - 1992 *Team diagnostic problem solving in complex, dynamic environments,* C. Christensen, CoPI. National Science Foundation. (BNS-9109644; \$39,798).
 1992 - 1995 *Collaborative medical decision making,* C. Christensen, PI, J. R. Larson, Jr., CoPI. National Library of Medicine. (1-RO1-LM05481; \$273,234).

- 1998 - 2000 *Information centrality in decision-making groups*. National Science Foundation. (SBR-9809207; \$182,405)
- 2011 - 2015 *Motivation gains on divisible conjunctive tasks*. National Science Foundation. (SES-1122357; \$251,946)
- 2015 - 2017 *Individual–group comparison of requests for and use of advice*, R. S. Tindale, PI, J. R. Larson, Jr., CoPI. National Science Foundation. (SES-1451588; \$179,926)

Internal (as PI)

- 1980 *Consequences of supervisory performance feedback*. Columbia University, Barnard College, Faculty Development Grant. (\$2,000).
- 1982 *Effects of performance feedback on intrinsic motivation*. Columbia University, Graduate School of Business, Bronfman Chair Research Grant. (\$1,000).
- 1983 *Managers' communication of performance feedback to subordinates*. Columbia University, Graduate School of Business, Faculty Research Grant. (\$5,000).
- 1984-1985 *Supervisors' performance feedback to subordinates*. The University of Illinois at Chicago, Campus Research Board, and Office of Social Sciences Research. (\$6,072).
- 1991 *Team diagnostic problem solving in dynamic work environments*, C. Christensen, CoPI. The University of Illinois at Chicago, Campus Research Board. (\$7,933)
- 1995 *Impact of discussion order of shared and unshared information on group decision making*. The University of Illinois at Chicago, Campus Research Board. (\$15,000)
- 1998 *Information centrality in collaborative medical decision making*. The University of Illinois at Chicago, Health Research and Policy Centers. (\$17,919)
- 2000 *A continuous attitude assessment technique for groups (CAAT-G)*. The University of Illinois at Chicago, Campus Research Board. (\$14,938)
- 2003 *The temporal dynamics of opinion change in decision making groups*. The University of Illinois at Chicago, Office of Social Sciences Research. (\$909)
- 2010 *Motivation gains on divisible conjunctive tasks*. The University of Illinois at Chicago, Office of Social Sciences Research and Department of Psychology. (\$8,105)

Other

- 2019-2022 Member, Technical Advisory Committee, *Estimating an Individual's Contribution to Small Group Performance: Collaborative Problem Solving*. P. Kyllonen and J. Hao, Educational Testing Service, Co-PIs. Funded by the U.S. Army Research Institu\

2021-2022 Member, Expert Advisory Committee, *Scaling Up Experimental, Social, and Behavioral Science*. D. Watts, University of Pennsylvania, Project Coordinator. Funded by the James and Jane Manzi Analytics Fund and the Alfred P. Sloan Foundation.

JOURNAL ARTICLES AND BOOK CHAPTERS

- Larson, J. R., Jr., & Scontrino, M. P. (1976). The consistency of high school grade point average, and of the verbal and mathematical portions of the Scholastic Aptitude Test of the College Entrance Examination Board as predictors of college performance: An eight year study. *Educational and Psychological Measurement*, 36, 439-443. <https://doi.org/10.1177/001316447603600224>
- Larson, J. R., Jr. (1977). Evidence for a self-serving bias in the attribution of causality. *Journal of Personality*, 45, 430-441. <https://doi.org/10.1111/j.1467-6494.1977.tb00162.x>
- Larson, J. R., Jr., & Mitchell, T. R. (1977). Changes in behavior following changes in control over outcomes: A theory based on responses to uncertainty. *JSAS Catalog of Selected Documents in Psychology*, 7, 5, No. 1141.
- Mitchell, T. R., Larson, J. R., Jr., & Green, S. G. (1977). Leader behavior, situational moderators, and group performance: An attributional analysis. *Organizational Behavior and Human Performance*, 18, 254-268. [https://doi.org/10.1016/0030-5073\(77\)90030-7](https://doi.org/10.1016/0030-5073(77)90030-7)
- Scontrino, M. P., Larson, J. R., Jr., & Fiedler, F. E. (1977). Racial similarity as a moderator variable in the perception of leader behavior and control. *International Journal of Intercultural Relations*, 1, 111-117. [https://doi.org/10.1016/0147-1767\(77\)90046-3](https://doi.org/10.1016/0147-1767(77)90046-3)
- Larson, J. R., Jr. (1979). The limited utility of factor analytic techniques for the study of implicit theories in student ratings of teacher behavior. *American Educational Research Journal*, 16, 201-211. <https://doi.org/10.3102/00028312016002201>
- Larson, J. R., Jr., Johnson, J. H., & Easterbrooks, M. A. (1979). Sensation seeking and antisocial behavior: Some laboratory evidence. *Personality and Social Psychology Bulletin*, 5, 169-172. <https://doi.org/10.1177/014616727900500208>
- Larson, J. R., Jr., & Reenan, A. M. (1979). The equivalence interval as a measure of uncertainty. *Organizational Behavior and Human Performance*, 23, 49-55. [https://doi.org/10.1016/0030-5073\(79\)90044-8](https://doi.org/10.1016/0030-5073(79)90044-8)
- Larson, J. R., Jr. (1980). Exploring the external validity of a subjectively weighted utility model of decision making. *Organizational Behavior and Human Performance*, 26, 293-304. [https://doi.org/10.1016/0030-5073\(80\)90069-0](https://doi.org/10.1016/0030-5073(80)90069-0)
- Larson, J. R., Jr. (1982). Cognitive mechanisms mediating the impact of implicit theories of leader behavior on leader behavior ratings. *Organizational Behavior and Human Performance*, 29, 129-140. [https://doi.org/10.1016/0030-5073\(82\)90245-8](https://doi.org/10.1016/0030-5073(82)90245-8)
- Larson, J. R., Jr. (1984). The performance feedback process: A preliminary model. *Organizational Behavior and Human Performance*, 33, 42-76. [https://doi.org/10.1016/0030-5073\(84\)90011-4](https://doi.org/10.1016/0030-5073(84)90011-4)

- Larson, J. R., Jr., Lingle, J. H., & Scerbo, M. M. (1984). The impact of performance cues on leader behavior ratings: The role of selective information availability and probabilistic response bias. *Organizational Behavior and Human Performance*, 33, 323-349. [https://doi.org/10.1016/0030-5073\(84\)90027-8](https://doi.org/10.1016/0030-5073(84)90027-8)
- Larson, J. R., Jr. (1985). The role of memory in the performance evaluation process: With special reference to diary-keeping. *Psychological Reports*, 57, 775-782. <https://doi.org/10.2466/pr0.1985.57.3.775>
- Larson, J. R., Jr., & Skolnik, Y. (1985). The effect of giving informal performance feedback on subsequent formal memory-based performance evaluations. *Journal of Applied Social Psychology*, 5, 428-442. <https://doi.org/10.1111/j.1559-1816.1985.tb02263.x>
- Sandelands, L. E., & Larson, J. R., Jr. (1985). When measurement causes task attitudes: A note from the laboratory. *Journal of Applied Psychology*, 70, 116-121. <https://doi.org/10.1037/0021-9010.70.1.116>
- Harackiewicz, J. M., & Larson, J. R., Jr. (1986). Managing motivation: The impact of supervisor feedback on subordinate task interest. *Journal of Personality and Social Psychology*, 51, 547-556. <https://doi.org/10.1037/0022-3514.51.3.547>
- Larson, J. R., Jr. (1986). Supervisors' performance feedback to subordinates: The impact of subordinate performance valence and outcome dependence. *Organizational Behavior and Human Decision Processes*, 37, 391-408. [https://doi.org/10.1016/0749-5978\(86\)90037-3](https://doi.org/10.1016/0749-5978(86)90037-3)
- Larson, J. R., Jr., Glynn, M. A., Fleenor, C. P., & Scontrino, M. P. (1986). Exploring the dimensionality of managers' performance feedback to subordinates. *Human Relations*, 39, 1083-1102. <https://doi.org/10.1177/001872678603901202>
- Larson, J. R., Jr. (1989). The dynamic interplay between employees' feedback-seeking strategies and supervisors' delivery of performance feedback. *Academy of Management Review*, 14, 408-422. <https://doi.org/10.5465/amr.1989.4279075>
- Larson, J. R., Jr., & Callahan, C. (1990). Performance monitoring: How it affects work productivity. *Journal of Applied Psychology*, 75, 530-538. <https://doi.org/10.1037/0021-9010.75.5.530>
- Sackett, P. R., & Larson, J. R., Jr. (1990). Research strategies and tactics in industrial and organizational psychology. In M. D. Dunnette, & L. M. Hough (Eds.), *Handbook of industrial and organizational psychology* (2nd. ed., Vol. 1, pp. 419-489). Palo Alto, CA: Consulting Psychologists Press.
- Sandelands, L. E., Glynn, M. A., & Larson, J. R., Jr. (1991). Control theory and social behavior in organizations. *Human Relations*, 44, 1107-1130. <https://doi.org/10.1177/001872679104401006>
- Tindale, R. S., & Larson, J. R., Jr. (1992a). Assembly bonus effect or typical group performance? A comment on Michaelsen, Watson, and Black (1989). *Journal of Applied Psychology*, 77, 102-105. <https://doi.org/10.1037/0021-9010.77.1.102>
- Tindale, R. S., & Larson, J. R., Jr. (1992b). It's not how you frame the question, it's how you interpret the results. *Journal of Applied Psychology*, 77, 109-110. <https://doi.org/10.1037/0021-9010.77.1.109>
- Christensen, C., & Larson, J. R., Jr. (1993). Collaborative medical decision making. *Medical Decision Making*, 113, 339-346. <https://doi.org/10.1177/0272989X9301300410>

- Larson, J. R., Jr., & Christensen, C. (1993). Groups as problem-solving units: Toward a new meaning of social cognition. *British Journal of Social Psychology*, *32*, 5-30. <https://doi.org/10.1111/j.2044-8309.1993.tb00983.x>
- Larson, J. R., Jr., & Schaumann, L. J. (1993). Group goals, group coordination, and group member motivation. *Human Performance*, *6*, 49-69. https://doi.org/10.1207/s15327043hup0601_3
- Larson, J. R., Jr., Foster-Fishman, P. G., & Keys, C. B. (1994). Information sharing in decision-making groups. *Journal of Personality and Social Psychology*, *67*, 446-461. <https://doi.org/10.1037/0022-3514.67.3.446>
- Larson, J. R., Jr., Christensen, C., Abbott, A. S., & Franz, T. M. (1996). Diagnosing groups: Charting the flow of information in medical decision making teams. *Journal of Personality and Social Psychology*, *71*, 315-330. <https://doi.org/10.1037/0022-3514.71.2.315>
- Larson, J. R., Jr. (1997). Modeling the entry of shared and unshared information into group discussion: A review and BASIC language computer program. *Small Group Research*, *28*, 454-479. <https://doi.org/10.1177/1046496497283007>
- Larson, J. R., Jr., Christensen, C., Franz, T. M., & Abbott, A. S. (1998). Diagnosing groups: The pooling, management, and impact of shared and unshared case information in team-based medical decision making. *Journal of Personality and Social Psychology*, *75*, 93-108. <https://doi.org/10.1037/0022-3514.75.1.93>
- Larson, J. R., Jr., Foster-Fishman, P. G., & Franz, T. M. (1998). Leadership style and the discussion of shared and unshared information in decision-making groups. *Personality and Social Psychology Bulletin*, *24*, 482-495. <https://doi.org/10.1177/0146167298245004>
- Winqvist, J. R., & Larson, J. R., Jr. (1998). Information pooling: When it impacts group decision making. *Journal of Personality and Social Psychology*, *74*, 371-377. <https://doi.org/10.1037/0022-3514.74.2.371>
- Lavery, T. A., Franz, T. M., Winqvist, J. R., & Larson, J. R., Jr. (1999). The role of information exchange in predicting group accuracy on a multiple judgment task. *Basic and Applied Social Psychology*, *21*, 281-289. https://doi.org/10.1207/S15324834BASP2104_2
- Christensen, C., Larson, J. R., Jr., Abbott, A., Ardolino, A., Franz, T., & Pfeiffer, C. (2000). Decision-making of clinical teams: Communication patterns and diagnostic error. *Medical Decision Making*, *20*, 45-50. <https://doi.org/10.1177/0272989X0002000106>
- Franz, T. M. & Larson, J. R., Jr. (2002). The impact of experts on information sharing during group discussion. *Small Group Research*, *33*, 383-411. <https://doi.org/10.1177/104649640203300401>
- Larson, J. R., Jr., & Sargis, E. G. Elstein, A. S., Schwartz, A. (2002). Holding shared versus unshared information: Its impact on perceived member influence in decision-making groups. *Basic and Applied Social Psychology*, *24*, 145-155. https://doi.org/10.1207/S15324834BASP2402_6
- Sargis, E. G., & Larson, J. R., Jr. (2002). Information centrality and member participation during group decision making. *Group Processes and Intergroup Relations*, *5*, 331-345. <https://doi.org/10.1177/1368430202005004005>

- Larson, J. R., Jr., Sargis, E. G., & Bauman, C. W. (2004). Shared knowledge and subgroup influence during decision-making discussions. *Journal of Behavioral Decision Making*, *17*, 245-262. <https://doi.org/10.1002/bdm.462>
- Winquist, J. R., & Larson, J. R., Jr. (2004). Source of the discontinuity effect: Playing against a group versus being in a group. *Journal of Experimental Social Psychology*, *40*, 675-682. <https://doi.org/10.1016/j.jesp.2004.01.002>
- Larson, J. R., Jr. (2007). Deep diversity and strong synergy: Modeling the impact of variability in members' problem-solving strategies on group problem-solving performance. *Small Group Research*, *38*, 413-436. <https://doi.org/10.1177/1046496407301972> [Note: This paper won the "Small Group Research Best Paper Award: June 2006 - July 2007" presented on 7/13/07 at the 2nd annual conference of the Interdisciplinary Network for Group Research (INGRoup).]
- Larson, J. R., Jr., & Harmon, V. M. (2007). Recalling shared vs. unshared information mentioned during group discussion: Toward understanding differential repetition rates. *Group Processes and Intergroup Relations*, *10*, 311-322. <https://doi.org/10.1177/1368430207078692>
- Larson, J. R., Jr. (2012). Computer simulation methods for groups: From formula translation to agent-based modeling. In A. B. Hollingshead & M. S. Poole (Eds.), *Research methods for studying groups and teams: A guide to approaches, tools, and technologies* (pp. 79-104). NY: Taylor & Francis/Routledge.
- Aramovich, N P., & Larson, J. R., Jr. (2013). Strategic demonstration of problem solutions by groups: The effects of member preferences, confidence, and learning goals. *Organizational Behavior and Human Decision Processes*, *122*, 36-52. <https://doi.org/10.1016/j.obhdp.2013.04.001>
- Goldenberg, O., Larson, J. R., Jr., & Wiley, J. (2013). Goal instructions, response format, and idea generation in groups. *Small Group Research*, *44*, 227-256. <https://doi.org/10.1177/1046496413486701>
- Larson, J. R., Jr., Juszczak, A., & Engel K. (2016). Efficient vocational skills training for people with cognitive disabilities: An exploratory study comparing computer-assisted instruction to one-on-one teaching. *Journal of Applied Research in Intellectual Disabilities*, *29*, 185-196. <https://doi.org/10.1111/jar.12176>
- Larson, J. R., Jr., Bihary, J. G., & Egan, A. C. (2018). Motivation gains on divisible conjunctive group tasks. *Group Processes & Intergroup Relations*, *21*, 1125-1143. <https://doi.org/10.1177/1368430217702724>
- Larson, J. R., Jr., & Egan, A. C. (2020). Information sharing within groups in organizations: Situational and motivational influences. In L. Argote & J. M. Levine (Eds.), *The Oxford Handbook of Group and Organizational Learning* (pp 127-153). New York: Oxford University Press. ISBN: 9780190263362
- Larson, J. R., Jr., Tindale, R. S., & Yoon, Y-J. (2020). Advice taking by groups: The effects of consensus seeking and member opinion differences. *Group Processes & Intergroup Relations*, *23*, 921-942. <https://doi.org/10.1177/1368430219871349>
- Yoon, Y-J., Larson, J. R., Jr., & Huntsinger, J. R. (2022). The flexible impact of member affect in groups performing complex decision-making tasks. *Group Processes & Intergroup Relations*, *25*, 602-622. <https://doi.org/10.1177/1368430220985601>

Yoon, Y-J., Larson, J. R., Jr., Tindale, R. S., & Ro, H-K. (2023). Epistemic motivation facilitates advice seeking and utilization by groups. *Journal of Applied Social Psychology, 53*, 482-494.
<https://doi.org/10.1111/jasp.12958>

Larson, J. R., Jr., Cornell, C. A., & Aramovich, N. P. (in press). Building better theories: Prediction intervals as a tool for theory testing and improvement. *Basic and Applied Social Psychology*.

Yoon, Y-J., Larson, J. R., Jr., & Huntsinger, J. R. (Under Review). Does happiness enhance and sadness inhibit group creativity? The flexible impact of member affect in brainstorming groups.

BOOKS

Mitchell, T. R., & Larson, J. R., Jr. (1987). *People in organizations: An introduction to organizational behavior* (3rd ed.). New York: McGraw-Hill (602 pp.).

Larson, J. R., Jr. (2010). *In search of synergy in small group performance*. New York: Psychology Press (427 pp.).

ONLINE MEDIA

Larson, J. R., Jr. (2013). Group problem-solving and decision-making. In R. Wageman (Ed.), *Team Effectiveness*. Henry Stewart Talks Ltd. (Marketing & Management Collection), London (online at <http://hstalks.com/?t=MM1713560-LarsonJr>).

THESES

Larson, J. R., Jr. (1975). *Factors affecting the attributions of responsibility group members make about their group's performance*. Unpublished Master's Thesis, University of Washington, Department of Psychology, Seattle.

Larson, J. R., Jr. (1977). The effect of uncertainty about control over outcomes on preference for working conditions and information search behavior. Unpublished doctoral dissertation, University of Washington, Department of Psychology, Seattle. *Dissertation Abstracts International, 38*, 4538-B. (University Microfilms No. 7800943).

UNPUBLISHED REPORTS

Larson, J. R., Jr. (1973). *SAT verbal and SAT math scores, and high school GPA as predictors of first year college GPA*. Unpublished technical report, Seattle University, Department of Athletics, Seattle.

Larson, J. R., Jr. (1975). *A second socioeconomic study of the graduate students at the University of Washington*. Unpublished technical report, University of Washington, Graduate and Professional Student Senate, Seattle.

- Scontrino, M. P., & Larson, J. R., Jr. (1977). *Validation of a performance evaluation training package for in-service managers*. Unpublished technical report, National Training and Development Service for State and Local Government, Washington, D.C.
- Larson, J. R., Jr., & Mitchell, T. R. (1981). *The effect of performance feedback on the perceptions and attitudes of those delivering that feedback: A preliminary investigation*. Unpublished technical report, University of Washington, Department of Psychology, Seattle.
- Larson, J. R., Jr. (1984). *Causes and consequences of supervisory performance feedback: National Science Foundation Grant Number DAR-8011628 Final Report*. Columbia University, Graduate School of Business, New York.
- Larson, J. R., Jr., & Tindale, R. S. (1991). *Group decision making: Framing empirical questions about the Assembly Bonus Effect*. Unpublished manuscript. The University of Illinois at Chicago, Department of Psychology, Chicago.
- Larson, J. R., Jr., & Christensen, C. (1994). *Team diagnostic problem-solving in complex, dynamic environments: National Science Foundation Grant Number BNS-9109644 Final Report*. The University of Illinois at Chicago, Department of Psychology, Chicago.
- Larson, J. R., Jr. (1996). *User's manual for DISM-GD: The dynamic information sampling model of Group Discussion (Version 2.0)*. Unpublished manual. The University of Illinois at Chicago, Department of Psychology, Chicago.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

- Gillo, M., Larson, J. R., Jr., Scontrino, M. P., & Bons, P. M. (1974). *Leader motivation and leader behavior in different situations: An integration of Fiedler's and Fleishman's leadership theories*. Paper presented at the annual convention of the Western Psychological Association, San Francisco.
- Larson, J. R., Jr., & Scontrino, M. P. (1974). *The consistency of high school GPA, SAT verbal, and SAT math scores as predictors of college performance: An eight-year study*. Paper presented at the annual convention of the Washington Educational Research Association, Seattle.
- Scontrino, M. P., Larson, J. R., Jr., & Fiedler, F. E. (1975). *Race as a moderator of punishment power*. Paper presented at the annual convention of the Western Psychological Association, Sacramento.
- Larson, J. R., Jr. (1976). *Evidence for an underlying self-protection motive in the attribution of causality*. Paper Presented at the annual convention of the Western Psychological Association, Los Angeles.
- Mitchell, T. R., Larson, J. R., Jr., & Green, S. G. (1976). *Leader behavior, situational moderators, and group performance: An attributional analysis*. Paper presented at the annual convention of the American Psychological Association, Washington, D.C.
- Larson, J. R., Jr. (1978). *Decisions under conditions of uncertainty*. Paper presented at the annual convention of the Eastern Psychological Association, Washington, D.C.

- Larson, J. R., Jr. (1981). *Some hypotheses about the causes of supervisory performance feedback behavior*. Paper presented at the annual convention of the Academy of Management, San Diego. Also published in K. Chung (Ed.), *Academy of Management Proceedings*, 198-201.
- Larson, J. R., Jr., & Skolnik, Y. (1982). *The effect of giving performance feedback on memory-based performance ratings*. Paper presented at the annual convention of the Academy of Management, New York. Also published in K. Chung (Ed.), *Academy of Management Proceedings*, 186-190.
- Fleenor, C. P., Scontrino, M. P., & Larson, J. R., Jr. (1983). *Goal setting and managerial feedback: A productivity model*. Paper Presented at the annual meeting of the Western AIDS Society, Reno.
- Sandelands, L. E., & Larson, J. R., Jr. (1983). *The effect of attitude formation cues and task involvement on the relationship between task attitude and task persistence*. Paper presented at the annual convention of the Academy of Management, Dallas.
- Larson, J. R., Jr. (1984). *The impact of subordinate performance valence and outcome dependence on supervisors' performance feedback behavior*. Paper presented at the annual convention of the Academy of Management, Boston.
- Glynn, M. A., Sandelands, L. E., & Larson, J. R., Jr. (1985). *Effects of performance on supervisory feedback*. Paper presented at the National Conference on Human Resource Management and Organizational Behavior, Boston.
- Larson, J. R., Jr., Glynn, M. A., Fleenor, C. P., & Scontrino, M. P. (1985). Exploring the dimensionality of managers' performance feedback to subordinates. in J. Pierce, II, & R. Robinson (Eds.), *Academy of Management Proceedings*. [Note: This paper awarded \$100 prize for "Best Paper in Organizational Communication"]
- Larson, J. R., Jr. (1986). The impact of subordinate behavior on supervisors' delivery of performance feedback. In C. D. Watson (Chair), *Feedback as an organizational process: The performer's active role*. Symposium presented at the annual convention of the Academy of Management, Chicago.
- Callahan, C., & Larson, J. R., Jr. (1989). *Performance monitoring: How it affects work productivity*. Paper presented at the first annual convention of the American Psychological Society, Alexandria, VA.
- Larson, J. R., & Schaumann, L. J. (1990). *Group goals, group coordination, and group member motivation*. Paper presented at the fifth annual convention of the Society for Industrial and Organizational Psychology, Miami Beach, FL.
- Larson, J. R., Jr., & Foster-Fishman, P. G. (1992). *Information sharing in problem-solving groups*. Paper presented at the 100th annual convention of the American Psychological Association. Washington, DC.
- Schaumann, L. J., & Larson, J. R., Jr. (1992). *The influence of evaluation apprehension on the performance of a complex decision-making task*. Paper presented at the 64th annual meeting of the Midwestern Psychological Association. Chicago, IL.
- Henry, D. B., Keys, C. B., Larson, J. R., Jr., Upshaw, H., Smith, B., & Laser, S. A. (1993). *Evaluating job applicants with disabilities: Disclosure moderates sympathy and polarization effects*. Paper presented at the fifth annual convention of the American Psychological Society, Chicago, IL.

- Larson, J. R., Jr. (1993). *Information sharing over time: Implications for leadership styles, and groupthink*. Paper presented at the 14th annual Nags Head Conference on Groups, Networks, and Organizations. Highland Beach, FL.
- Abbott, A. S., Christensen, C., Larson, J. R., Jr., Ardolino, A., & Pfeiffer, C. (1994). *Information distribution and team diagnostic decision making*. Paper presented at the annual convention of the Society for Medical Decision Making, Cleveland, OH.
- Abbott, A. S., Christensen, C., Larson, J. R., Jr., Pfeiffer, C., & Ardolino, A. (1994). *Perceived expertise among different status group members*. Paper presented at the annual convention of the Society for Medical Decision Making, Cleveland, OH.
- Christensen, C., Abbott, A. S., Larson, J. R., Jr., Ardolino, A., & Pfeiffer, C. (1994a). *Perceptions of expertise and influence among medical teams: Does gender matter?* Paper presented at the sixth annual convention of the American Psychological Society, Washington, DC.
- Christensen, C., Abbott, A. S., Larson, J. R., Jr., Ardolino, A., & Pfeiffer, C. (1994b). *Gender effects in group diagnostic decision making*. Paper presented at the annual convention of the Society for Medical Decision Making, Cleveland, OH.
- Christensen, C., Larson, J. R., Jr., Abbott, A. S., Ardolino, A., & Pfeiffer, C. (1994). *Information exchange among clinical teams*. Paper presented at the annual convention of the Society for Medical Decision Making, Cleveland, OH.
- Ryan, A. M., Brutus, S., Daum, D., Schmit, M., & Larson, J. R., Jr. (1994). *Effects of negative feedback source on motivation and perceived competence*. Paper presented at the ninth annual convention of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Abbott, A. S., Christensen, C., Rimmer, M. A., Larson, J. R., Jr., Franz, T. M., Ardolino, A., & Pfeiffer, C. (1995). *Don't confuse me with the facts: Acquisition and utilization of patient symptoms*. Paper presented at the annual convention of the Society for Medical Decision Making, Tempe, AZ.
- Larson, J. R., Jr. (1995a). *Diagnosing groups: Charting the flow of information in medical decision-making teams*. Invited paper presented at the annual Society for Experimental Social Psychology Small Groups Pre-Conference. Washington, DC.
- Larson, J. R., Jr. (1995b). *Charting the flow of information in medical decision-making teams*. Paper presented at the 16th annual Nags Head Conference on Groups, Networks, and Organizations. Highland Beach, FL.
- Larson, J. R., Jr., Christensen, C., Franz, T. M., Abbott, A. S., Pfeiffer, C., & Ardolino, A. (1995). *The discussion of clinical case information by medical teams: Member status and discussion patterns over time*. Paper presented at the annual convention of the Society for Medical Decision Making, Tempe, AZ.
- Franz, T. M., Larson, J. R., Jr., & Foster-Fishman, P. G. (1996). *The discussion of shared and unshared information*. Poster presented at the 68th annual convention of the Midwestern Psychological Association, Chicago, IL.

- Franz, T. M., & Larson, J. R., Jr. (1997). *The importance of knowing when to state opinions: The effect of the timing of opinion on the discussion of shared and unshared information in decision-making groups*. Paper presented at the 69th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (1997a). The discussion of shared and unshared information in decision-making groups: Kudzu grows in the garden of collaborative decision making. In J. A. Sniezek (Chair), *Information flow in groups*. Symposium presented at the annual convention of the Society for Judgment and Decision Making, Philadelphia, PA.
- Larson, J. R., Jr. (1997b). *Diagnosing groups: Information management in medical decision-making teams*. Paper presented at the 18th annual Nags Head Conference on Groups, Networks, and Organizations. Highland Beach, FL.
- Larson, J. R., Jr., & Lavery, T. A. (1997). *Evidence for a discussion-induced primacy effect in group decision making*. Paper presented at the 69th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Lavery, T. A., Franz, T. M., Winquist, J. R., & Larson, J. R., Jr. (1997). *Predicting group accuracy from information distribution, discussion, and individual accuracy*. Paper presented at the 105th annual convention of the American Psychological Association, Chicago, IL.
- Winquist, J. R., & Larson, J. R., Jr. (1997). *Test of a mediational model of group decision making*. Paper presented at the 105th annual convention of the American Psychological Association, Chicago, IL.
- Lavery, T. A., & Larson, J. R., Jr. (1998). *The effects of confidence on group member influence*. Paper presented at the 70th annual convention of the Midwest Psychological Association, Chicago, IL.
- Franz, T. M., & Larson, J. R., Jr. (1999). *The dual impact of experts on information sharing during group discussion*. Paper presented at the 71st annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr., Sargis, E. G., Elstein, A. S., & Schwartz, A. (1999). *Holding shared versus unshared information: Its impact on perceived member influence in decision-making groups*. Paper presented at the 71st annual convention of the Midwest Psychological Association, Chicago, IL.
- Winquist, J. R., & Larson, J. R., Jr. (1999). *An attitude polarization explanation for the interindividual-intergroup discontinuity effect*. Paper presented at the 71st annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (2000). Information sampling bias in clinical decision-making teams. In G. Stasser (Chair), *Social Cognition in Vivo: Processing Information With and About Group Members*. Symposium presented at the annual meeting of the Society for Experimental Social Psychology. Atlanta GA.
- Larson, J. R., Jr., Sargis, E. G., Schwartz, A. & Elstein, A. (2000). *Impact of holding shared vs. unshared information on perceived influence in decision-making groups*. Paper presented at the annual meeting of the Society for Medical Decision Making, Cincinnati, OH.
- Sargis, E. G., & Larson, J. R., Jr. (2001). *Information centrality and participation patterns in groups*. Paper presented at the 73rd annual convention of the Midwest Psychological Association, Chicago, IL.

- Winqvist, J. R., & Larson, J. R., Jr. (2001). *The role of communication in the discontinuity effect*. Paper presented at the 73rd annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr., Sargis, E. G., & Bauman, C. W. (2002). *Shared knowledge and subgroup influence during decision-making discussions*. Paper presented at the 74th annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (2003). *Shared knowledge and subgroup influence during decision-making discussions. Invited presentation*. Conference on Small Group Decision Making: Motivation and Cognition. University of Amsterdam, Amsterdam, NL.
- Harmon, V. M., Sargis, E. G., Winqvist, J. R., Franz, T. M., & Larson, J. R., Jr. (2004). *Expectations of group processes influence members' anticipatory coordination*. Poster presented at the 16th annual convention of the American Psychological Society, Chicago, IL.
- Larson, J. R., Jr., & Harmon, V. M. (2005). *Repeating what we remember: Shared and unshared information in a group discussion*. Poster presented at the 77th annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (2006). *Deep diversity and strong synergy: Modeling the impact of variability in members' problem-solving strategies on group problem-solving performance*. Paper presented at the 1st annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Pittsburgh, PA.
- Larson, J. R., Jr. (2007). *A computational modeling approach to understanding the impact of diverse member problem-solving strategies on group problem-solving performance*. Invited paper presented at the annual Society for Experimental Social Psychology – Small Groups Research Preconference. Chicago, IL.
- Larson, J. R., Jr. (2008). *Group performance in cancer control*. Invited talk presented at the Conference on Innovative Social Psychology Theory in Cancer Control Research II, National Cancer Institute, National Institutes of Health, Bethesda, MD.
- Larson, J. R., Jr. (2009). *Suppose we took synergy seriously*. Invited talk presented at the 81st annual convention of the Midwest Psychological Association, Chicago, IL.
- Aramovich, N. P., & Larson, J. R., Jr. (2010). *Truth can win in many ways: a critique of "truth-wins" and other social combination models as a basis for drawing inferences about group process*. Paper presented at the 5th annual conference of the Interdisciplinary Network for Groups Research (INGRoup) Conference, Arlington, VA.
- Juszczak, A, Engel, K., & Larson, J. R., Jr. (2010). *Efficient vocational skills training for the mildly and moderately cognitively disabled: comparing computer-assisted to one-on-one teaching*. Poster presented at the 82nd annual convention of the Midwest Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (2010). *The case for computer-assisted theorizing*. In J. R. Hackman (Chair), *Causes, Conditions, and Complexity*. Invited panel discussion presented at the 5th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Washington, DC.

- Goldenberg, O., & Larson, J. R., Jr. (2011). *Goal instructions and idea generation in groups*. Paper presented at the 83rd annual convention of Midwestern Psychological Association, Chicago, IL.
- Larson, J. R., Jr. (2011). Insights from computer-assisted modeling. In A. B. Hollingshead & M. S. Poole (Co-Chairs), *Addressing the Inherent Challenges in Studying Groups: Insights and Stories*. Panel discussion presented at the 6th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Minneapolis, MN.
- Larson, J. R. Jr., & Bihary, J. G. (2011). *Motivation gains on divisible conjunctive tasks*. Paper presented at the 6th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Minneapolis, MN.
- Leach, R., Wiley, J., & Larson, J. R., Jr. (2011). *I believe you're right: The effects of confidence on group performance outcomes*. Paper presented at the 83rd annual convention of the Midwestern Psychological Association, Chicago, IL.
- Goldenberg, O., Larson, J. R., Jr., & Wiley, J. (2012). *Effects of goal instructions and response format on group brainstorming performance*. Poster presented at the 7th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Chicago, IL.
- Larson, J. R., Jr. (2012). *Team decision making (and problem solving)*. Invited talk presented at the Conference on The Role of Health Care Teams in Cancer Care, National Cancer Institute, National Institutes of Health, Bethesda, MD.
- Leach, R., Wiley, J., & Larson, J. R., Jr. (2012a). *What did you say? Repetition during discussion and group decision making*. Poster presented at the 7th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Chicago, IL.
- Leach, R., Wiley, J., & Larson, J. R., Jr. (2012b). *Who's the boss? Groups perform better when experts are dominant*. Poster presented at the 24th annual meeting of the Association for Psychological Science, Chicago, IL.
- Batz, C., & Larson, J. R., Jr. (2014). *One step at a time: The effect of presenting the brainstorming rules in stages on brainstorming effectiveness*. Poster presented at the 86th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Bihary, J. G, Larson, J. R., Jr., & Tindale, R. S. (2015). *Individual vs. group advice-taking*. Poster presented at the 87th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Martin, F. A., & Larson, J. R., Jr. (2015a). *Effects of clarity of intentions and group membership on reciprocity*. Poster presented at the 87th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Martin, F. A., & Larson, J. R., Jr. (2015b). *Effects of clarity of intentions and group membership on reciprocity decisions*. Poster presented at the 27th annual meeting of the Association for Psychological Science, New York, NY.

- Martin, F. A., & Larson, J. R., Jr. (2015c). *Effects of clarity of intentions and group membership on reciprocity decisions*. Paper presented at the 10th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Pittsburgh, PA.
- Larson, J. R., Jr., Egan, A. C., & Bihary, J. G. (2016). *Motivation gains on divisible conjunctive group tasks*. Poster presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.
- Larson, J. R., Jr., Tindale, R. S., & Yoon, Y-J. (2016). *Groups (do not always) undervalue external advice: The effects of opinion diversity and advice timing*. Poster presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.
- Yoon, Y-J., Ro, H-K., Larson, J. R., Jr., & Lee, N-R. (2017). *Inter-individual vs. inter-group advice-taking: How self-construal affects listening to others*. Poster presented at the 89th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Larson, J. R., Jr., Tindale, R. S., & Yoon, Y-J. (2017a). *Advice taking by individuals and groups*. Paper presented at the Center for the Study of Group Processes Conference – Future Challenges for Psychological Research on Group Processes and Intergroup Relations: What We Know and What We Need to Know,” University of Kent, Canterbury, UK.
- Larson, J. R., Jr., Tindale, R. S., & Yoon, Y-J. (2017b). *When groups take advice more than individuals do: The effects of opinion diversity and judgment context*. Poster presented at the 12th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), St. Louis, MO.
- Larson, J. R., Jr., Tindale, R. S., & Yoon, Y-J. (2018). *Advice taking by groups: Effect of suspending pre-advice judgment on advice utilization and accuracy*. Poster presented at the 90th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Reiner, B., Larson, J., R., Jr., & Stalans, L. J. (2018). *Perception of gender bias in jury verdicts of sexual assault cases*. Poster presented at the 90th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Yoon, Y-J., & Larson, J. R., Jr. (2018). *Effect of cognitive processing styles on preference-consistent information bias and decision-making*. Poster presented at the 90th annual convention of the Midwestern Psychological Association, Chicago, IL.
- Yoon, Y-J., Larson, J. R., Jr., & Huntsinger, J. R. (2018). *When does mood improve vs. hinder group decision-making? The flexible impact of mood on decision-making in the hidden profile paradigm*. Poster presented at the 13th annual conference of the Interdisciplinary Network for Groups Research (INGRoup), Washington, DC.
- Yoon, Y-J., Larson, J. R., Jr., & Tindale, R. S. (2019). *How the presence/absence of pre-advice judgment influences advice taking in groups*. Paper presented at the 91st annual convention of the Midwestern Psychological Association, Chicago, IL.
- Yoon, Y-J., Ro, H-K, Larson, J. R., Jr., Lee, N., & Son, Y-W. (2019). *How “We” vs. “I” sticks with our group judgment: The effect of self-construal on belief perseverance in groups*. Paper presented at the 91st annual convention of the Midwestern Psychological Association, Chicago, IL.

Yoon, Y-J., Larson, J. R., Jr., & Huntsinger, J. R. (2019). *The Flexible Impact of Affective Feelings on Group Decision-Making in Hidden profile Situations*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Yoon, Y-J., Ro, H-K, Larson, J. R., Jr., Son, Y-W, & Yeo, Y. (2021). *Motivated Information Processing and Advice Taking in Groups*. Paper presented at the 92st annual convention of the Midwestern Psychological Association, Chicago, IL.

Yoon, Y-J., Larson, J. R., Jr. Huntsinger, J. R., & Palma, G. P. (2022). *The Flexible Impact of Member Affect on Group Creativity*. Poster presented at the 34th annual meeting of the Association for Psychological Science, Chicago, IL.

SELECTED INVITED TALKS

Some hypotheses about the causes and consequences of leaders' performance feedback behavior. New York University, Department of Psychology, October, 1981.

The performance feedback process: A preliminary model. Columbia University, Teachers College, Department of Psychology, December, 1982.

The performance feedback process: A model and some Data. University of Cincinnati, College of Business Administration, Department of Management, February, 1985.

The performance feedback process: A model and some data. University of Miami, College of Business Administration, Department of Management, March, 1985.

The dynamic interplay between feedback seeking and feedback giving. Purdue University, Department of Psychology, January, 1987.

The dynamic interplay between employees' feedback seeking and supervisors' delivery of performance feedback. The University of Illinois at Chicago, Office of Social Science Research Seminar Series, November, 1988.

Team diagnostic problem solving in complex, dynamic environments: Groping for the elephant. Loyola University of Chicago, Department of Psychology, December, 1990.

Diagnosing groups: Charting the flow of information in medical decision-making teams. The University of Illinois at Chicago, School of Medicine, Department of Medical Education, January, 1995.

Diagnosing groups: Charting the flow of information in medical decision-making teams. The University of Illinois at Chicago, School of Business Administration, Department of Management, October, 1995.

Diagnosing groups: Medical team leaders as information managers. DePaul University, Department of Psychology, November, 1996.

Diagnosing groups: Information management in medical decision-making teams. Northwestern University, Department of Psychology, January, 1997.

The impact of unequally distributed information in decision-making groups. University of Michigan, Department of Psychology, April, 1999.

The impact of unequally distributed information in medical decision-making teams. University of Illinois at Chicago, Health Research and Policy Centers, April, 1999.

Information centrality and member influence in decision-making groups: Alternative hypotheses, conflicting data. Miami University of Ohio, Department of Psychology, February, 2001.

Diagnosing groups: The pooling, management, and impact of shared and unshared case information in team-based medical decision making. Miami University of Ohio, Department of Psychology, February, 2001.

Diagnosing groups: Why medical decision-making teams sometimes make poor treatment decisions. Seattle University, Department of Psychology, April, 2001.

Unequally distributed information in decision-making groups: Consequences for group discussion, subgroup influence, and decision quality. Washington University in St. Louis, Olin School of Business, April, 2003.

Shared knowledge and subgroup influence during decision-making discussions. Purdue University, Department of Psychological Sciences, April, 2004.

Shared knowledge and subgroup influence during decision-making discussions. University of Chicago, Department of Psychology, April, 2004.

Deep diversity and strong synergy: Modeling the impact of variability in members' problem-solving strategies on group problem-solving performance. Illinois Institute of Technology, Institute of Psychology, April, 2006.

Understanding how deep diversity promotes strong synergy in problem-solving groups: An agent-based modeling approach. Loyola University Chicago, Department of Psychology, March, 2010.

Does collaboration work? Loyola University Chicago, Center for Urban Research and Learning, February, 2011.

The epistemic value of group deliberation: Discussant-at-large. Invited participant, Sawyer Seminar on Theoretical Issues in Social Epistemology, Department of Philosophy, Northwestern University, January 2015.

Advice taking by individuals and groups. Cognitive Psychology Brownbag Seminar, Department of Psychology, University of Illinois at Chicago, March 2017.

Biased group discussion with and without biased group members. National Academies of Science, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Advisory Committee Meeting, October, 2018.

NetLogo: A tool for modeling human behavior. Cognitive Psychology Brownbag Seminar, Department of Psychology, University of Illinois at Chicago, October, 2019.

Suppose we were serious about building good theory: Prediction intervals as a guide for theory testing & development. Social Psychology Brownbag Seminar, Department of Psychology, University of Illinois at Chicago, March, 2021.

Computational approaches to hypothesis generation in social psychology: What's wrong with my discipline, and how I hope to fix it in retirement. Emeriti Lecture Series Presentation, University of Illinois at Chicago, April, 2021.

Prediction intervals: A simple way to [rigorously] test theory expressed as an ABM. Lightning talk presented during the Summer Institute for Computational Social Science, June 18, 2021.

Building better theories: Introducing prediction intervals as a tool for theory testing & improvement. Social Area Research Seminar, Department of Psychology, Loyola University Chicago, April, 2022.