

ANNA MAYO, PHD
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Johns Hopkins Carey Business School
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EDUCATION

Carnegie Mellon University

Ph.D. in Organizational Behavior & Theory 2019
Minor: Research Methods and Statistics
Dissertation: Dynamic Teams: Exploring the Enabling Conditions and Outcomes of Coordination
Committee: Anita Woolley (Chair), Linda Argote, Brandy Aven, Amy Edmondson, & Christoph Riedl
M.S., Organizational Behavior & Theory 2015

Denison University

B.A., Psychology, *Magna cum Laude* 2008
Minor: Economics
Certificate: Organizational Studies

ACADEMIC POSITIONS

Johns Hopkins Carey Business School

Assistant Professor 2020 – present
Postdoctoral Fellow, Organizational Theory & Healthcare 2019 – 2020

Carnegie Mellon University

Instructor of Negotiations & Conflict Management 2018

RESEARCH INTERESTS

Organizational teamwork & collaboration
Dynamic organizing
Healthcare teams
Collective intelligence

PEER-REVIEWED PUBLICATIONS

Kerrissey, M.J., Mayo, A.T., & Edmondson, A.C. (In press.) Joint problem-solving in fluid cross-boundary teams. *Academy of Management Discoveries*.

<https://doi.org/10.5465/amd.2019.0105>

Mayo, A.T. & Woolley, A.W. (In press). Variance in group ability to transform resources into performance and the role of coordinated attention. *Academy of Management Discoveries*.

<https://doi.org/10.5465/amd.2019.0231>

Mayo, A.T., Woolley, A.W. & Chow, R.M. (2020). Unpacking participation and influence: Diversity's countervailing effects on expertise use in groups. *Academy of Management Discoveries*. <https://doi.org/10.5465/amd.2018.0044>

- Mayo, A.T. (2020). Teamwork in a pandemic: Insights from management research. *BMJ Leader*, 4, 53-56. <http://dx.doi.org/10.1136/leader-2020-000246>
- Mayo, A.T. & Woolley, A.W. (2016). Teamwork in health care: Maximizing collective intelligence via inclusive collaboration and open communication. *American Medical Association Journal of Ethics*, 18(9), 933-940. <https://doi.org/10.1001/journalofethics.2016.18.9.stas2-1609>

MANUSCRIPTS UNDER REVIEW & WORKING PAPERS

- Haan, K.W., Mayo, A.T., Woolley, A.W. Investigating the dynamic relationship between team faultlines and performance: A multilevel and latent modeling approach. *Working paper*.
- Mayo, A.T. Re-examining the tradeoff between internal coordination and external activities in hospital teams. *R&R at Administrative Science Quarterly*.
- Mayo, A.T., Myers, C.G., & Sutcliffe, K.M. Organizational science and health care. *Proposal accepted and manuscript under review at Academy of Management Annals*.
- Mayo, A.T., Woolley, A.W., John, L., Witchel, S.F., March, C. & Nowalk, A. A field experiment on cognitive scaffolds to enhance learning and productivity in dynamic organizing contexts. *Under review*.
- Woolley, A.W., Chow, R.M., Mayo, A.T., & Riedl, C. Chang, J.W. Team gender composition, verbal synchrony, and collective intelligence. *Under review*.

SELECTED WORKS IN PROGRESS

- Prior knowledge and adaptive team performance (with Benjamin Ostrowski and Anita Woolley)
- Boundary management in fluid teams (with Anita Woolley and Matthew Diabes)
- Negotiating in the context of dynamic teams (with Brian Gunia)

REFEREED CONFERENCE PRESENTATIONS (reverse chronological order, *presenting authors)

- *Mayo, A.T., Diabes, M. & Woolley, A.W. (2019, August). Coordinated attention, boundary management, and collective intelligence. Paper presented at the *Annual Meeting of the Academy of Management*, Boston, MA.
- Woolley, A.W., Chow, R. M., *Mayo, A. T., Riedl, C., Chang, J. W. (2019, August). Team synchrony and collective intelligence: The role of hierarchy and group composition. Paper presented at the *Annual Meeting of the Academy of Management*, Boston, MA.
- *Haan, K.W., Mayo, A.T., & Woolley, A.W. (2019, July). Investigating the dynamic relationship between team faultlines and performance: A Multilevel and latent modeling approach. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Lisbon, Portugal.
- ◆ Best Student Paper Award
- *Ostrowski, B., Mayo, A.T., & Woolley, A.W. (2019, July). Team performance in adaptive contexts: Process clarity, specialization, and perspective taking. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Lisbon, Portugal.

- *Mayo, A.T., Diabes, M. & Woolley, A.W. (2019, June). Coordinated attention, boundary management, and collective intelligence. Poster presented at the *Collective Intelligence Conference*, Pittsburgh, PA.
- *Mayo, A.T. & Woolley, A.W. (2018, August). Dynamic teams: Navigating membership change and boundary permeability. Paper presented at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- *Mayo, A.T. & Woolley, A.W. (2018, July). Dynamic teams and boundary management: A field experiment with medical inpatient teams. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Bethesda, MD.
- Mayo, A.T., *Diabes, M. & Woolley, A.W. (2018, July). Collective intelligence: The role of boundary activities in outperforming expectations. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Bethesda, MD.
- *Mayo, A.T. & Woolley, A.W. (2018, May). Field evidence for collective intelligence in business units. Paper presented at the *Transatlantic Doctoral Conference*, London Business School.
- *Mayo, A.T., *John, L., Witchel, S. F., March, C., Woolley, A. W., & Nowalk, A. (2018, February & March). Efficiency and learning in family-centered rounding: A mixed-methods study.
 Paper presented at the *Graduate Medical Education Leadership Conference*, Pittsburgh, PA. (co-presented by Mayo & John)
- ◆ First Runner-up for UPMC Graduate Medical Education Plenary
- Poster presented at the *Association of Pediatric Program Directors Annual Spring Meeting Chief Resident Forum*, Atlanta, GA. (presented by John)
- *Mayo, A.T. & Woolley, A.W. (2017, August). Field evidence for collective intelligence in business units. Paper presented at the *Annual Meeting of the Academy of Management*, Atlanta, GA.
- Mayo, A.T., *Diabes, M., & Woolley, A.W. (2017, July). Collective intelligence in financial sales units: A balanced attention model. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, St. Louis, MO.
- Woolley, A.W., Chow, R. M., *Mayo, A. T., Riedl, C., Chang, J. W. (2017, July). Interpersonal synchrony and collective intelligence. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, St. Louis, MO.
- *Mayo, A.T., Woolley, A.W., Chow, R.M., Riedl, C., & Chang, J.W. (2016, August). Competition and collective intelligence: Do women always make groups smarter? Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, CA.
- *Todorova, G., Goh, K., Mayo, A.T., Weingart, L. (2016, August). Process conflict, idea integration, and process representational gaps in innovation teams. Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, CA.
- *Mayo, A.T. & Woolley, A.W. (2016, July). Field evidence for collective intelligence in business unit performance. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Helsinki, Finland.

*Mayo, A.T. & Cronin, M.A. (2015, August). The overlooked importance of perspectives for group performance. Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC.

*Mayo, A.T., Woolley, A.W., & Chow, R.M. (2015, July & August). Matching contribution to expertise: The effect on group decision making and the role of gender composition.
- Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC.
- Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Pittsburgh, PA.

◆ Finalist for Best Student Paper Award

Todorova, G., Goh, K., *Mayo, A.T., Weingart, L. (2015, July). Idea integration structure and creative synthesis: The antecedents and consequences of centralized idea integration in diverse teams. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Pittsburgh, PA.

*Mayo, A.T., Chang, J.W., Chow, R.M. & Woolley, A.W. (2014, July). Do women make groups smarter? Understanding the effects of gender and competition on collective intelligence. Poster presented at the *Annual Interdisciplinary Network for Group Research Conference*, Raleigh, NC.

◆ Best Poster Award

*Mayo, A.T., & Cronin, M.A. (2014, July). Group performance and the role of perspectives in knowledge integration. Paper presented at the *Annual Interdisciplinary Network for Group Research Conference*, Raleigh, NC.

INVITED PRESENTATIONS

Mayo, A.T. (2019, October). Organizational teams. Presentation at the *Diving into the Disciplines* workshop, Johns Hopkins Carey School of Business.

Mayo, A.T. (2019, February). Improving teamwork: A qualitative study and RCT with inpatient teams. *Pediatric Grand Rounds*, Children's Hospital of Pittsburgh, University of Pittsburgh Medical Center.

Mayo, A.T. & Woolley, A.W. (2017, May). Field evidence for collective intelligence in business unit performance. Paper presented at the *From Micro-Level Cognitive Processes to Large-Scale Social Dynamics Conference*, Princeton University.

FELLOWSHIPS & AWARDS

Best Student Paper Award Interdisciplinary Network for Group Research Conference	2019
Gerald R. Salancik Doctoral Dissertation Fellowship (\$500) Carnegie Mellon University	2018
First Runner-up for UPMC Graduate Medical Education Plenary (\$750) Graduate Medical Education Leadership Conference	2018
Presidential Fellowship in the Tepper School of Business (\$5,000) Carnegie Mellon University	2015-2016
Dean's Research Funding (\$2,000) Carnegie Mellon University	2015

Finalist for Best Student Paper Award Interdisciplinary Network for Group Research Conference	2015
Best Poster Award Interdisciplinary Network for Group Research Conference	2014
Graduate Student Assembly / Provost Conference Funding (\$500) Carnegie Mellon University	2014, 2015, 2016, 2017
William Larimer Mellon Fellowship (PhD Tuition and Stipend) Carnegie Mellon University	2013-2017
Vellrath Fellowship (\$6,000) Carnegie Mellon University	2013-2015

TEACHING

Carnegie Mellon University

Negotiation & Conflict Resolution

Instructor, Undergraduate, Spring 2018 (30 students)

Instructor Evaluation: 4.8 / 5.0; Course Evaluation: 4.7 / 5.0

PROFESSIONAL MEMBERSHIP & SERVICE

Membership

Academy of Management

Interdisciplinary Network for Group Research

Reviewing

Editorial Review Board

Academy of Management Discoveries

Frontiers in Psychology

Ad-hoc Reviewer

BMJ Leader

Organization Science

Institutional Service

Johns Hopkins University

Instructor, Carey Student Ventures Leadership Workshops (2019, 2020)

Carnegie Mellon University

Strategic Planning Committee, Tepper School of Business (2016-2018)

PROFESSIONAL EXPERIENCE

National Assembly Business Services

(subsidiary of the National Human Services Assembly)

Program Manager

2009-2013