



CoCo Seminar Series Fall 2021

Contextual Perspectives of Virtual Teaming: A Complex Systems Approach for Explaining Virtual Tie Formation Dynamics

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**Wednesday November 17, 2021 11:00am-12:00pm EST
Hybrid (**EB-R15** & Zoom; meeting link available on <http://coco.binghamton.edu/>)**

***** ↑↑↑ Note the location change!! *****

Changes in today's modern world due to advancements in technology, flexible work arrangements, and the worldwide COVID-19 pandemic have propelled the adoption of virtual teaming across industries and organizations. However, although recent decades have witnessed a myriad of studies investigating the inputs, processes, and outputs of virtual teaming, the role of *context* (aside from degree of virtuality) has been overlooked despite its critical impacts on virtual teaming success. Additionally, much of the work investigating tie formation does so from a static perspective, whereby ties form and are stable over time; however, this ignores the possibility of relationship changes and team dynamics, obscuring the reality of social relationship dynamics. To address these shortcomings, this research program advances a complex systems approach and leverages dynamic network analytics to explain tie formation in virtual teams over time by investigating the impact of contextual influences for actors in a multimodal meta-network. In this presentation, I will discuss 1) our theoretical meta-network framework for examining the impact of contextual influences on virtual tie formation, 2) initial results from a pilot study examining how context impacts virtual tie formation in a sample of 126 international virtual teams ($N = 630$ participants), and 3) our plans for creating a virtual platform for investigating contextual influences on virtual teaming to create comprehensive testing data for our full theoretical model. Our work aims to advance a contextual perspective of virtual teaming to promote effective social dynamics in virtual environments.

Dr. Cynthia K. Maupin is an Assistant Professor of Organizational Behavior and Leadership for the School of Management at Binghamton University. She also serves as a fellow for the Bernard M. & Ruth R. Bass Center for Leadership Studies (CLS), a Core Faculty Member of the Center for Collective Dynamics of Complex Systems (CoCo), and a Senior Research Fellow for the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI). Dr. Maupin obtained her Ph.D. in Industrial-Organizational Psychology from the University of Georgia. Her research interests include leadership (leadership development, collective leadership, leadership emergence), teams (intra- and inter-team dynamics, multiteam systems, emergent team states), and advanced methodologies (network analysis, multilevel modeling, computational modeling).

For more information, contact Hiroki Sayama (sayama@binghamton.edu).

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