

CURRICULUM VITA

Meghan Carmody-Bubb, Ph.D.
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Education:

Ph.D. Experimental Psychology, 1993, Texas Tech University, Lubbock, TX;
Dissertation: *The Role of Internal Cognitive Models in Performance, Workload, and Situational Awareness in a Semi-Automated Cockpit.*

B.S. Psychology, 1986, Texas A&M University, College Station, TX.

Military

Training:

Aviation Experimental Psychology Program, Jan-Jun, 1991, Naval Aerospace Medical Institute, Pensacola, Florida.

Retired US Navy Commander, Medical Services Corps, Aerospace Experimental Psychology

Qualifications:

Professor, Department of Leadership Studies, Our Lady of the Lake University, San Antonio, Tx. August 2006 - Present.

Adjunct Faculty, Embry-Riddle Aeronautical University, Jan 2000- May 2007.

Research Psychologist in the C4I Systems Division, SPAWAR Systems Center Charleston, SC. Jan 2000 - June 2002.

U.S. Navy Individual Ready Reserves, 2001 until retirement in 2013.

Executive Officer-in-Charge (XOIC) 4th MAW MED, Marine Air Group (MAG) – 41. Oct 1999 – Oct 2001.

Project Manager in the Human Systems Integration Branch of the Crew Systems Department at the Naval Air Warfare Center, Aircraft Division, Patuxent River, MD. Duties included:

Team Leader for Electronic Warfare Advanced Technology Situational Awareness Integrated Product Team. Addressed needs of fleet aviators in improving situational awareness through advanced technology displays. Responsible for coordinating annual

international symposium on situational awareness in tactical aviation. Sep 1997 – Mar 1999.

Principal Investigator for a series of studies examining aviator eye movement behavior in target acquisition. Funded under the In-House Laboratories Independent Research (ILIR) Program. Oct 1996- Nov 1998.

Aerospace Experimental Psychologist assigned to the Force Aircraft Test Squadron. Division Officer responsible for managing Force Enlisted Personnel assigned to the Crew Systems Department. Provided aircrew lectures on various topics in aviation human factors. Monitored flight environment and stressors by regularly flying with aircrew. June 1994 - Jun 1997.

Project Manager and Principal Investigator for evaluation of the Intelligent Multiplatform Multisensor Integration (IMMSI) Program. Managed engineers and computer scientists in the development of the IMMSI cockpit expert system and designed and conducted experiments to evaluate the product. June 1994 - Sep 1996.

Project human factors engineer assigned to the Helmet Mounted Mission Rehearsal Simulation System (HMMRSS). Devised a method of evaluation and collected data from several squadrons of Naval and Marine Corps aviators across the country. June 1994 - Sep 1995.

Human Factors Project Engineer in the Crew Systems Technology Department at the Naval Air Warfare Center, Aircraft Division, Warminster, PA. Served as principal and associate investigator on several studies in the areas of adaptive automation, workload and situational awareness. July 1991 - June 1994.

Teaching and Research Assistantships:

Professor, Department of Leadership Studies, Our Lady of the Lake University, August 2006 – Present.

Assistant Professor, Adjunct Faculty, Embry-Riddle Aeronautical University, Department of Distance Learning. Oct 2002 – May 2007.

Assistant Professor, Adjunct Faculty, Embry-Riddle Aeronautical University, Randolph AFB Resident Center. Jan 2005-May 2007.

Assistant Professor, Adjunct Faculty, Embry-Riddle Aeronautical University, Charleston AFB Resident Center. Jan 2000-May 2004.

Lab Instructor, Psychology of Learning, Department of Psychology, Texas Tech University; Spring 1990

Research Assistant, Department of Ophthalmology and Visual Sciences, Texas Tech University; Assisted Dr. R.S.L. Young in studies of bilateral central scotoma and night blindness; September 1988-September 1989

Instructor, Introductory Psychology, Department of Psychology, Texas Tech University; August 1987 December 1988

Professional Associations:

Collaborative Educational Programs for the Americas Advisory Council and Editorial Review Board, 2014-2020

Co-Editor-in-Chief *Journal of Collaborative Leadership*, 2017-2020

Member, The Naturalistic Decision Making Association

Dissertation Chairs:

Chaired 48 successfully completed quantitative doctoral dissertations and served on over 45 additional dissertation committees for OLLU Department of Leadership Studies

Published Book:

Carmody-Bubb (2023). *Cognition and decision making in complex adaptive systems: The human factor in organizational performance*. Springer Nature.

Selected Papers and Presentations:

Perez, A.M., Duncan, P.A., Gergen, E.S., & Carmody-Bubb, M.A. (Fall, 2023). *A Study of the Relationship between Authentic Leadership and Organizational Citizenship Behavior among Workers along the Texas-Mexico Border*. Paper presented at the Academy of Business Research Fall Conference, San Antonio, Texas.

Mathis, D., Carmody-Bubb, M.A., Gergen, E.S., & Green, M.T. (March, 2023). *The Relationship between Meaning in Life and Perceived Prototypical Charismatic and Humane-Oriented Leader Behaviors*. Paper presented at the Institute of Business Intelligence Innovation (IBII) International Conference.

Carmody-Bubb, M.A. (2021). A systematic approach to improve school safety. *Journal of Behavioral Studies in Business*,13, 1-14. <https://www.aabri.com/manuscripts/213348.pdf>

- Baggerly-Hinojosa, B.A., Acosta, M., Carmody-Bubb, M.A., & Rownd, C.Z. (2021). *An Examination of the Relationship Between Power and Leadership*. Paper presented at Academy of Business Research Fall Conference, San Antonio, Texas.
- Ojeiduma, N.N., Green, M.T., Gergen, E.S., Sun, Y., Carmody-Bubb, M.A., & Rownd, C.Z. (2021). The relationship between leadership style and job satisfaction in multinational oil and gas services. *Journal of Management Science and Business Intelligence*, pp. 01-07. doi: 10.5281/zenodo.5703105
- Guevara, R.S., Montoya, J., Carmody-Bubb, M.A., Wheeler, C. (2019). Physician leadership style predicts advanced practice provider satisfaction. *Journal of Leadership in Health Services*, Vol. 33 No. 1, pp. 56-72. <https://doi.org/10.1108/LHS-06-2019-0032>
- Carmody-Bubb, M. (2019). Creating cultures of learning to address the current crisis in school safety. Proceedings of the Collaborative Educational Program for the Americas (CEPA), Sep 27, 2019, San Antonio, Tx.
- Carmody-Bubb, M.A. (2018). *Sweating the Small Stuff: How Schools Can Apply Models from Systems Engineering and Organizational Psychology to Improve School Safety*. Paper presented at the International Conference of Academy of Business Research, San Antonio, Texas.
- Gergen E., Wheeler, C., Carmody-Bubb, M. Avila, M., Green, M.. (2018). The interaction of generation and gender: Differences in leadership assessment of the dark triad. *Journal of Management Science and Business Intelligence*, December, 3–2.
- Martinez, R., Montoya, J., Duncan, P., Carmody-Bubb, M. (2018). *The Relationship between Adolescent Family Structure, Leadership Virtues, and Life Satisfaction*. Paper presented at the International Conference of Academy of Business Research, San Antonio, Texas.

Baggerly-Hinojosa, B., Guerro, L., Carmody-Bubb, M., and Gergen, E. (2017). *In the Eye of the Beholder: Exploring the Role of the Perception of Physical Attractiveness in Leadership*.

Paper presented at the International Conference of Academy of Business Research, Las Vegas, Nevada.

Carmody-Bubb, M.A., Duncan, P.A., Ree, M.J. (2016). Emotional intelligence and personality predict conflict management style: Examining relationships and factor structures. *Journal of Behavioral Studies in Business*, Vol 8.

Carmody-Bubb, M.A. (2015). *Portrait of the Mind: How Perception Drives Judgement and Frames Reality*. Paper presented at the 23rd Annual International Conference on Advances in Management and 7th International Conference on Social Intelligence, Boston, Ma.

Tibbs, S., Green, M.T., Wheeler, C., Carmody-Bubb, M.A. (2015). The relationship between a leader's authentic leadership and psychological capital from the follower's perspective. *International Journal of Management Sciences*, Vol. 6, pps. 304-315.

Garcia, M., Duncan, P.A., Carmody-Bubb, M.A., Ree, M.J. (2014). You have what? Personality! Traits that predict leadership styles for elementary principals. *Psychology*, Vol. 5, No. 3, pps. 204-212.

Sun, Y., Montoya, J., Wheeler, C., Carmody-Bubb, M.A. (2014). The authentic leadership questionnaire: How different is it from multifactor leadership questionnaire? Paper presented at the Academy of Business Research Conference, San Antonio, Tx, Nov 5-7.

Flores, S.L., Green, M.T., Duncan, P.A., Carmody-Bubb, M.A., Ree, M.T. (2013). The relationship between spirituality and emotional intelligence. *The International Journal of Religion and Spirituality in Society*, Vol. 3, No. 2, pps. 93-105.

Garcia, M. Duncan, P.A., Carmody-Bubb, M.A., Ree, M.T. (2013). Perception is reality. Is there

a relationship between the followers' perceptions of the leader's personality and the followers' perceptions of the leader's leadership style? *Proceedings of the Southwest Academy of Management*, Albuquerque, N.M.

Carmody-Bubb, M.A., Ree, M., Duncan, P.A., Green, M.T. (2012). An examination of the relationship between emotional intelligence and conflict management style, controlling for personality and cognitive intelligence. *Proceedings of the 19th Annual International Conference on Advances in Management and 5th International Conference on Social Intelligence*, Nassau, Bahamas.

Udeani, C., Carmody-Bubb, M.A., Duncan, P.A. and Green, M.T. (2012). The relationship between Nigerian citizens' leadership style preferences and their preferred and observed organizational behaviors as a function of tribe of origin. *Proceedings of the 19th Annual International Conference on Advances in Management and 5th International Conference on Social Intelligence*, Nassau, Bahamas.

Lopez, D. Green, M.T., Carmody-Bubb, M.A., and Kodatt, S. (2012). The relationship between leadership style and employee stress: An empirical study. *International Journal of Interdisciplinary Social Sciences*, Vol. 6, Issue 3.

Green, M.T., Chavez, E.S., Carmody-Bubb, M.A., Duncan, P.A. (in press). Differences in religiosity and spirituality as a result of generation, gender and education. *The International Journal of Religion and Spirituality in Society*.

Carmody-Bubb, M.A., Ree, M., Duncan, P.A., Green, M.T. (2011). Is emotional intelligence just personality repackaged, or does it add unique variance to the prediction of leadership and conflict management styles? *Paper presented at the Collaborative Educational Programs for the Americas Conference*, October 13-15, 2011.

Lopez, D., Green, M.T., Carmody-Bubb, M.A., Garza-Ortiz, D. (2011). Reducing employee stress: Practice consideration-oriented leadership and let them text. *Leadership Review*, Vol 11, Spring 2011.

Rodriguez-Smith, G.E., Duncan, P.A., Carmody-Bubb, M.A., and Chavez, E. (July, 2011). A study of the relationship between emotional intelligence, leadership and power. *Proceedings of the Eighteenth International Conference on Advances in Management and the 4th International Conference on Social Intelligence*, Colorado Springs, Co.

Duncan, P.A. Herrera, R., Odom, L. and Carmody-Bubb, M.A. (July, 2011). The relationships between emotional intelligence and leadership behaviors: A pilot study with a university president's cabinet. *Proceedings of the Eighteenth Annual Conferences on Advances in Management and the 4th International Conference on Social Intelligence*, Colorado Springs, Co.

Carmody-Bubb, M.A., Duncan, P.A., Chavez, E.S., Green, M.T., Salter, C. (2010). An examination of emotional intelligence and personality predictors of conflict management styles. *Proceedings of the Seventeenth International Conference on Advances in Management and Third International Conference on Social Intelligence*, Atlanta, Ga.

Salter, C., Green, M.T., Ree, M. and Carmody-Bubb, M.A. , Duncan, P.A. (2009). A study of the follower's personality, implicit leadership perceptions, and leadership ratings with implications for Obama versus McCain. *Journal of Leadership Studies*, Vol 2(4).

Reynolds, L., Green, M.T., Ree, M., Carmody-Bubb, M.A., Duncan, P.A. (July, 2009). Transformational leadership at Christus Santa Rosa. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Flores, E., Carmody-Bubb, M.A., Ree, M., Duncan, P. (July, 2009). Relationship between

integration of spirituality in the workplace and the full range leadership model. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Thompson, L., Carmody-Bubb, M.A., Ree, M., Duncan, P.A. (July, 2009). Relationship between leadership style and employee and customer satisfaction in a wireless telecommunications company. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Pethick, L., Duncan, P.A., Green, M.T., and Carmody-Bubb, M.A. (July, 2009). Relationship between conflict management style of school teachers and job commitment. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Ojo, T., Ree, M., Carmody-Bubb, M.A., Duncan, P.A. (July, 2009). Leadership and power. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Breaux, P., Duncan, P.A., Carmody-Bubb, M.A., Ree, M. (July, 2009). Relationship between EMT's transformational leadership and job satisfaction. *Proceedings of the Sixteenth International Conference on Advances in Management*, Colorado Springs, Co.

Duncan, P.A. and Carmody-Bubb, M.A (July, 2008). *Women in positions of leadership and gender-specific emotional intelligence attributes. Proceedings of the Fifteenth International Conference on Advances in Management (ICAM)*, Boston, Ma.

Salter, C., Carmody-Bubb, M.A., Duncan, P.A., and Green, M.T. (2007) Do transformational leaders speak differently? The impact of leaders' transformational communications in meeting followers' implicit leadership prototypes. In N. Huber & M. Harvey (Eds.), *Leadership: Impact, Culture, and Sustainability* (pp. 93-106). College Park, MD: James McGregor Burns Academy of Leadership.

- Duncan, P.A., Ree, M., Carmody-Bubb, M.A., and Green, M.T. (2008). *Women leaders and emotional intelligence*. Paper presented at the International Leadership Association Annual Conference, Los Angeles, Ca.
- Garza-Ortiz, D., Green, M.T., Carmody-Bubb, M.A. and Ree, M.(2008). *Leader mentorship and breaking the glass ceiling*. Paper presented at the International Leadership Association Annual Conference, Los Angeles, Ca.
- Green, M.T., Kodatt, S., Ree, M., Carmody-Bubb, M.A., Duncan, P.A. and Hodson, N. (2008). *Using content analysis to study leadership*. Paper presented at The International Conference on Studying Leadership, Auckland, New Zealand.
- Carmody-Bubb, M.A. and Maybury, D. (1998). Evaluation of prototype display of enemy launch acceptability region (LAR) on the F/A-18 HUD. In, *Situational Awareness in the Tactical Air Environment: Proceedings of the Naval Air Warfare Center's Third Annual Symposium (pp. 9-15)*.
- Carmody-Bubb, M.A. and Dunn, R.S. (1997). SA and mission rehearsal training systems: An implicit approach. In, *Situational Awareness in the Tactical Air Environment: Augmented Proceedings of the Naval Air Warfare Center's First Annual Symposium*. Schopper, Aaron W. (Ed). Wright-Patterson Air Force Base, OH: Crew System Ergonomics Information Analysis Center (CSERIAC).
- Carmody-Bubb, M.A. *The Role of Intelligent Multiplatform Multisensor Integration (IMMSI) in Information Warfare*. Paper presented at the First Annual Symposium on Situational Awareness in the Tactical Air Environment, Naval Air Warfare Center, Aircraft Division, Patuxent River, MD, June, 1996.
- Carmody, M.A. (1994). *Current Issues in the Measurement of Military Aircrew Performance: A*

Consideration of the Relationship Between Available Metrics and Operational Concerns.

NAWCADWAR Technical Report (Report Number 94-139-60).

Carmody, M.A. (1994). *Task-Dependent Effects of Automation: The Role of Internal Models in Performance, Workload, and Situational Awareness in a Semi-Automated Cockpit.*

NAWCADWAR Technical Report (Report Number 94-140-60).

Carmody, M.A. and Gluckman, J.P. (1993). Task specific effects of automation and automation failure on performance, workload, and situational awareness. In R.S. Jensen (Ed.), *Proceedings of the Seventh International Symposium on Aviation Psychology*. Columbus, OH: The Department of Aviation, The Aviation Psychology Laboratory, The Ohio State University.

Gluckman, J.P., Carmody, M.A., Morrison, J.G., Hitchcock, E.M., and Warm, J.W. (1993). Effects of allocation and partitioning strategies of adaptive automation on task performance and workload in aviation relevant tasks. In R.S. Jensen (Ed.), *Proceedings of the Seventh International Symposium on Aviation Psychology*. Columbus, OH: The Department of Aviation, The Aviation Psychology Laboratory, The Ohio State University.

Glenn, F.G., Boardway, J., Wherry, Robert Jr., Cohen, D. and Carmody, M.A. (1993). *The Advanced Technology Crew Station: Development and Validation of a Workload Assessment Technique for Cockpit Function Allocation*. NAWCADWAR Technical Report (Report Number 93-073-60).

Smolensky, M.W., Carmody, M.A., and Halcomb, C.G. (1990). The influence of task type, group structure and extraversion on uninhibited speech in computer-mediated communication. *Computers in Human Behavior*, 6, 261-272.

Carmody, M.A., Halcomb, C.G., and George, C. (April,1989). *Task Difficulty and Motivation in Individual vs. Group Performance*. Paper presented at SouthWest Psychological Association (SWPA), Houston, Tx.