

MONA WEISS

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EDUCATION & PROFESSIONAL POSITIONS

- | | |
|-------------------|---|
| 03/2015 – present | Postdoctoral Researcher
New York University, Stern School of Business, Management & Organizations
Department (funded by an Early PostDoc Mobility grant from the Swiss National
Science Foundation) |
| 10/2011 – 11/2014 | Doctor of Sciences
ETH Zurich, Department of Management, Technology and Economics;
Organization, Work, Technology Group (Advisors: Prof. Dr. Gudela Grote &
Prof. Dr. Stefano Brusoni) |
| 09/2010 – 09/2011 | Project Manager and Consultant
Accelerom AG (Zurich, Switzerland), Management & Strategy Consulting |
| 11/2009 – 08/2010 | Research Assistant
University of Konstanz, School of Psychology, Social Psychology and Motivation |
| 04/2009 | MA Psychology
Friedrich-Alexander-University Erlangen-Nuremberg, Germany (Advisor: Prof.
Dr. Andrea Abele) |
| 02/2008 – 09/2008 | Research Assistant
University of Queensland, Australia (Dr. Courtney von Hippel) |
| 09/2006 | BA Psychology
Martin-Luther-University Halle-Wittenberg, Germany |

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HONORS & AWARDS

Swiss National Science Foundation, Fellowship Grant (November 2015). The power of voice: The dynamics of speaking up and power perceptions in healthcare teams. Early PostDoc Mobility Grant (USD 70'650)

Swiss Quality Award for Innovations in Healthcare (September, 2014). Talking about the 'elephant in the room'—even in acute care medicine: Using simulation-based trainings to improve behavioral and clinical skills within inter-professional acute care teams. Swiss Society for Quality Management in Healthcare (USD 10'000).

Swiss Academy of Humanities and Social Sciences (May, 2014). Travel Award for Society of Industrial and Organizational Psychology, SIOP in Honolulu, Hawaii (USD 1'100).

Award for Best Contribution (May, 2013). International Conference on Safety Management in Context, Ascona, Switzerland.

Q-Award (June, 2013). TeamGAINS: A more effective approach to the use of a medical team's potential in crises situations. University Hospital Zurich, Department of Quality Management (USD 1'000).

German Academic Exchange Service (January 2008). Fellowship support for research stay at University of Queensland, Brisbane, Australia (USD 500).

RESEARCH INTERESTS

- Employee Voice
- Status and social perception
- Health care teams

PUBLICATIONS IN PEER-REVIEWED JOURNALS

Weiss, M., Kolbe, M, Grote, G., Spahn, D., R., & Grande, B. (2016). Why didn't you say something? Effects of after-event-reviews on voice behavior and hierarchy beliefs in multi-professional action teams. *European Journal of Work and Organizational Psychology* (online first). doi: 10.1080/1359432X.2016.1208652

Weiss, D. & **Weiss, M.** (2016). The interplay of subjective social status and essentialist beliefs about aging on cortisol responses to challenge in older adults. *Psychophysiology* (online first).

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Tscholl, D. W., **Weiss, M.**, Noethiger, C. & Spahn D. R. (2016). How to conduct multi-method field studies in the operating room: The iPad® combined with a survey application as a valid and reliable data collection tool. *JMIR Research Protocols*, 5(1): e4.

Tscholl, D. W., **Weiss, M.**, Kolbe, M., Staender, S., Seifert, B., Landert, D., ... Noethiger, C. B. (2015). An Anesthesia Preinduction Checklist to Improve Information Exchange, Knowledge of Critical Information, Perception of Safety, and Possibly Perception of Teamwork in Anesthesia Teams. *Anesthesia & Analgesia*, 121, 948–956. doi:10.1213/ANE.0000000000000671.

Schick, C., **Weiss, M.**, Marty, A., Dambach, M., Spahn, D. R., Grote, G., Kolbe, M., & Grande, B. (2015). Simulation with PARTS (Phase Augmented Research and Training Scenarios): a structure facilitating focused research and assessment for crisis resource management and team training simulation. *Simulation in Healthcare*, online-first.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2014). Agency and communion predict speaking up in acute care teams. *Small Group Research*, 45, 290-313.

*Grande, B., **Weiss, M.**, Biro, P., Grote, G., Steiger, P., Spahn, D. R. & Kolbe, M. (2014). Do we have to talk? Technical vs. combined technical(non-technical) airway training in anesthesia and intensive care medicine. [Ist Reden wichtig? Technisches versus kombiniert technisches / nicht-technisches Atemwegstraining in der Anästhesie und Intensivmedizin.] *Anästhesiologie und Intensivmedizin*.

**shared first-authorship*

Kolbe, M., **Weiss, M.**, Grote, G., Knauth, A., Dambach, M., Spahn, D. R., & Grande, B. (2013). TeamGAINS: A tool for structured debriefings for simulation-based team trainings. *BMJ Quality & Safety*, 22, 541-553. doi:10.1136/bmjqs-2012-000917

published under Mona Issa:

Von Hippel, C., **Issa, M.**, Ma, R., & Stokes, A. (2011). Stereotype threat: Antecedents and consequences for working women. *European Journal of Social Psychology*, 41(2), 151-161.

Martiny-Hünger, T., Thürmer, J. L., **Issa, M.**, & Gollwitzer, P. M. (2011). Über die Unterstützung reflektiver Verhaltensdeterminanten. [On the Support of reflexive Determinants of Behavior]. *Psychologische Rundschau*, 62, 179-187.

WORKING PAPERS

Weiss, M. & Morrison, E. W. Speaking up and moving up? Testing a status enhancement model of employee voice.

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Weiss, M., Kolbe, M., Grote, G., Spahn, D., & Grande, B. 'WE' can do it! Inclusive leader communication promotes voice behavior in multi-professional action teams.

ORGANIZED SYMPOSIA

Weiss, M. (2016, August). How to Open the Door? Investigating the Link Between Leadership and Employee Voice. Symposium presented at the 76th Annual Academy of Management Conference in Anaheim, CA, USA.

Ramanujam, R., & **Weiss, M.** (2013, May). Individual and Organizational Learning from Error. International Conference on Safety Management in Context, Ascona, Switzerland.

CONFERENCE PRESENTATIONS

Weiss, M. (2016, July). Speaking up and moving up? A status enhancement model of employee voice. Paper presented at the 2016 Conference "The Consequences of Proactive Behaviors at Work: New Directions" in Hong Kong.

Weiss, M. (2015, July). Studying Time and Temporal Dynamics in Groups – Just Lip Service? Invited panelist at the 10th Annual INGRoup Conference in Pittsburgh, USA.

Weiss, M., Kolbe, M., Grote, G., Spahn, D. R., & Grande, B. (2015, May). Stepping into your shoes: Development and evaluation of a cross-training intervention for healthcare teams. Paper presented at the 17th International Convention of the EAWOP (European Association of Work and Organizational Psychology) in Oslo, Norway.

Weiss, M., Kolbe, M., Grote, G., Spahn, D., & Grande, B. (2014, May). We can do it-A three-way multilevel interaction of leader communication, intergroup relations and status in healthcare teams. Paper presented at Society for Industrial and Organizational Psychology in Honolulu, Hawaii, USA.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2013, September). How to break the silence? Development and evaluation of a speaking up intervention for acute care teams. Paper presented at the 13. biannual Congress of the Swiss Psychological Society in Basel, Switzerland.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2013, July). Should I voice my concerns? Self-perceptions of agency and communion predict speaking up in acute care teams. Paper presented at the 8th Annual INGRoup Conference in Atlanta, GA, USA.

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Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D. & Grande, B. (2013, May). Do I have what it takes? Agency and communion predict speaking up in acute care teams. Paper presented at the 16th International Convention of the EAWOP (European Association of Work and Organizational Psychology) in Münster, Germany.

Weiss, M., Kolbe, M., Dambach, M., Schick, C., Marty, A., Grote, G., Spahn, D.R., & Grande, B. (2013, April). Training anesthesia team members to speak up: A simulation-based study. Paper presented at the 28th Annual SIOP Conference, Houston, TX, USA.

Weiss, M., Kolbe, M., Grande, B., Dambach, M., Spahn, D., & Grote, G. (2012, September). Shall I Do It or Not? The Influence of the Self-Concept on Speaking Up. Paper presented at the 48. Congress of the German Society of Psychology, Bielefeld, Germany.

Weiss, M., Kolbe, M., Grande, B., Dambach, M., Marty, A., Spahn, D., & Grote, G. (2012, July). Being rather assertive or helpful? Relating team members' self-perceptions to speaking up and psychological safety. Paper presented at the 7th Annual INGRoup Conference, Chicago, IL, USA.

TEACHING

ETH Zurich, Department of Management, Technology and Economics

- Work Process Design (Fall 2012; Fall 2013)
- Risk Management (Fall 2012; Fall 2013; Fall 2014)
- Human Resource Management: Flexible Work (Spring 2013; Spring 2014)
- Human Resource Management: Assessment Centers (Spring 2012)

University of Konstanz, Social Psychology and Motivation

- Psychology of Action (Spring 2010)