



Beau G. Schelble, PhD

Assistant Professor, Industrial & Systems Engineering
Director, AI & Robotics for Collaborative Systems (ARCS)
Lab

Department of Industrial & Systems Engineering
Tickle College of Engineering
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Knoxville, TN 37996

Short Biography

Dr. Beau G. Schelble is currently an assistant professor of industrial and systems engineering at the University of Tennessee, Knoxville, and is the founding director of the AI and Robotics for Collaborative Systems (ARCS) lab. Dr. Schelble received his Ph.D. in Human-Centered Computing from Clemson University in December 2023. For nearly a decade, Dr. Schelble has prioritized exploring human factors in human-AI systems to enhance the coordination of human-AI collaborative systems in complex environments by supporting responsible AI, situational awareness, trust, and shared knowledge. As an interdisciplinary researcher, Dr. Schelble continuously leverages qualitative, quantitative, and computational methodologies to fully contextualize challenging research questions in the human factors domain, with a strong emphasis on shared knowledge, responsible AI, intelligent information sharing, and situational awareness. Additionally, his work spans a range of applied contexts, including advanced manufacturing, cybersecurity, emergency response management, the future of work, and command-and-control environments. He has also published over 40 articles in high-impact journals and conferences across various communities, including the ACM, IEEE, HFES, HICCS, IISE, and HCI, and has received five best paper awards. Dr. Schelble and his ARCS lab have received research funding from the Army Research Lab and the University of Tennessee.

CURRICULUM VITAE

Tickle College of Engineering

Beau G. Schelble

Assistant Professor, Industrial and Systems Engineering
The University of Tennessee, Knoxville
515 John Tickle Building, 851 Neyland Drive, Knoxville, Tennessee 37996
Email: bschelbl@utk.edu

Education

PhD Human-Centered Computing, Clemson University, 2023 (Advisor: Nathan J. McNeese)

BS Psychology, Clemson University, 2018

Appointments

Primary

2024- **Assistant Professor**, Industrial & Systems Engineering, Tickle College of Engineering, University of Tennessee at Knoxville

Secondary

2024- **Director**, AI & Robotics for Collaborative Systems Lab, University of Tennessee at Knoxville, Department of Industrial & Systems Engineering.

Achievement Highlights

- Over **40 publications** in top Human Factors, Ergonomics, Systems Engineering, and Human-Computer Interaction conferences and journals.
- **Five best paper awards** received in ACM GROUP, ACM TIIS, ACM HAI, HICSS, JCEDM
- Awarded over \$720,000 in funding as principal investigator.

Sponsored Research Grants and Gifts

Funding Summary
Awarded (Total Across All Grants/Gifts): \$722,190

Schelble PI projects: \$722,190

Internal Awards:

Awarded **University of Tennessee Faculty Research Assistants Funding,**
Understanding the Acceptance of AI Teammates in High-Risk Contexts.
UTK. (PI, 100%) **\$1,750**

Awarded **University of Tennessee Departmental Research Assistantship Program,**
Developing Personalized Adaptive AI Teammates. UTK. (PI, 100%) **\$1,750**

External Awards:

Awarded Preventing, Identifying, and Mitigating the Impact of Compromised AI
Teammates Using Shared Situation Awareness and Mental Model Accuracy.
ARO. (PI, 100%) **\$718,690**

Pending Ethical Shared Mental Models for Adaptive Human-AI Teams: A Novel
Framework for Dynamic High-Risk Environments. AFC. (PI, 70%) **\$762,778**

Pending Collaborative Research: Enhancing Team Process Execution Using AI
Teammate Augmented Transactive Memory Systems. NSF. (PI, 80%) **\$387,256**

Not Funded Enhancing Training Transference for Human-Machine Teams Operating in
Mixed Virtual-Physical Environments Through Real-Time Measures of Team
Emergent States. ARI. (PI, 100%) **\$789,476**

Not Funded (Program Cancelled) Human-Aware Optimization Models for Security
Workforce Deployment. DHS. (Co-PI, 50%) **\$406,120**

Publications

Dissertation (Approved by Committee)

D.1 **Schelble, B.G.** (November, 2023). Leveraging Artificial Intelligence for Team
Cognition in Human-AI Teams. Committee Chair: Nathan McNeese.
Committee Members: Guo Freeman, Bart Knijnenburg, Richard Pak.

Journal Articles

JA.26 **Schelble, B.G.**, Mallick, R., McNeese, N. (2026, April). A Mixed Methods
Approach to Analyzing the Role of AI Teammates in Transition Phases.
Proceedings of the ACM on Human-Computer Interaction, 10(1), 1-26.
<https://doi.org/10.1145/3799438>.

- JA.25 **Schelble, B.G.**, Flathmann, C., Aly, H., Lyons, J., McNeese, N. (2026, March). Human or AI Advice? Examining Trust, Influence, and Responsibility in Ethically-Charged Human-AI Team Decision-Making. *Journal of Cognitive Engineering and Decision Making*. 1-35. <https://doi.org/10.1177/15553434261434613>.
- JA.24 Gonzalez, C., Donahue, K., Goldstein, D., Heidari, H., Jalali, M., **Schelble, B.G.**, Singh, A., Woolley, A.W. (2026, February). Toward a Science of Human-AI Teaming for Decision-Making: A Complementarity Framework. *PNAS Nexus*. 1-30. <https://doi.org/10.1093/pnasnexus/pgag030>.
- JA.23 Zhou, S., Duan, W., Yin, X., Scalia, M., Hao, R., Weng, N., Funke, G., Tolston, M., Freeman, G., **Schelble, B.G.**, Gorman, J., McNeese, N.J. (2025, October). The Spread of Trust and Distrust in Human-AI Teams. *Applied Ergonomics*, 130, Article 104648. <https://doi.org/10.1016/j.apergo.2025.104648>.
- JA.22 **Schelble, B.G.**, Textor, C., Zhang, R., Lopez, J., Tavares, N., Ku, C., McNeese, N.J., Pak, R., Freeman, G., Tossell, C., de Visser, E. (2025, October). Addressing the Role of Context on Trust in Human-AI Teams: The Influence of Team Role and Violation Type in High-Risk Tasks. *Ergonomics*, 1-21. <https://doi.org/10.1080/00140139.2025.2570300>.
- JA.21 **Schelble, B.G.**, Mallick, R., Hauptman, A., McNeese, N.J. (2025, July). Should AI Teammates Give All the Answers? Examining the Role of Different AI Information-Sharing Techniques on Team Cognition in Human-AI Teams. *International Journal of Human-Computer Interaction*, 42(4), 2463-2488. <https://doi.org/10.1080/10447318.2025.2528988>.
- JA.20 Hauptman, A., **Schelble, B.G.**, Flathmann, C., Mallick, R., Macdonald, J., McNeese, N.J. (2025, July). Ethical Adaptation: Exploring the Use of Adaptive Autonomy in the Design of Ethical AI Teammates in Healthcare. *AI and Ethics*, 5(5), 5397-5414. <https://doi.org/10.1007/s43681-025-00782-w>.
- JA.19 Sengupta, S., **Schelble, B.G.**, Flathmann, C., McNeese, N.J., & Lyons, J. (2024, September). An Analysis of Ethical Rationales and Their Impact on the Perceived Moral Persona of AI Teammates. *AI and Ethics*, 5, 2667-2679. <https://doi.org/10.1007/s43681-024-00515-5>.
- JA.18 **Schelble, B.G.**, Flathmann, C., Macdonald, J., Knijnenburg, B., Brady, C., McNeese, N.J. (2024, August). Modeling Perceived Information Needs in Human-AI Teams: Improving AI Teammate Utility and Driving Team Cognition. *Behavior & Information Technology*, 44(9), 2069-2092. <https://doi.org/10.1080/0144929X.2024.2396476>.
- JA.17 Mallick, R., Flathmann, C., Duan, W., **Schelble, B.G.**, McNeese, N.J. (2024, August). What You Say vs What You Do: Utilizing Positive Emotional

- Expressions to Relay AI Teammate Intent within Human-AI Teams. *International Journal of Human-Computer Studies*, **192**, 103355. <https://doi.org/10.1016/j.ijhcs.2024.103355>.
- JA.16 Hauptman, A.I., **Schelble, B.G.**, Flathmann, C., Duan, W., & McNeese, N.J. (2024, May). Understanding the Influence of AI Autonomy on AI Explainability in Human-AI Teams Using a Mixed Methods Approach. *Cognition, Technology and Work* **26**, 435-455. <https://doi.org/10.1007/s10111-024-00765-7>.
- JA.15 O'Neill, T., Flathmann, C., McNeese, N.J., Jones, S., & **Schelble, B.G.** (2024, September). A Comment on "Can You Outsmart the Robot? An Unexpected Path to Work Meaningfulness" by Bernadeta Goštautaitė, Irina Liubertė, Sharon K. Parker, and Ilona Bučiūnienė: Calling for a Different Path for the Future of Human–Robot Teaming. *Academy of Management Discoveries*. *10*(1), 150-153. <https://doi.org/10.5465/amd.2024.0009>.
- ☞ JA.14 Zhang, R., Flathmann, C., Musick, G., **Schelble, B.G.**, McNeese, N.J., Knijnenburg, B., & Duan, W. (2024, February). I Know This Looks Bad, But I Can Explain: Understanding When AI Should Explain Actions In Human-AI Teams. *ACM Transactions on Interactive Intelligent Systems*, *14*(1), 1-23. <https://doi.org/10.1145/3635474>.
- JA.13 Flathmann, C., **Schelble, B.G.**, McNeese, N.J., Knijnenberg, B., Gramopadhye, A., & Madathil, K.C. (2023, September). The Purposeful Presentation of AI Teammates: Impacts on Human Acceptance and Perception. *International Journal of Human-Computer Interaction*, *40*(20), 6510-6527. <https://doi.org/10.1080/10447318.2023.2254984>.
- JA.12 Lopez, J., Textor, C., Lancaster, C., **Schelble, B.G.**, Freeman, G., Zhang, R., McNeese, N.J., & Pak, R. (2023, July). The Complex Relationship of AI Ethics and Trust in Human-AI Teaming: Insights from Advanced Real-World Subject Matter Experts. *AI and Ethics*, *4*(4), 1213-1233. <https://doi.org/10.1007/s43681-023-00303-7>.
- JA.11 Flathmann, C., **Schelble, B.G.**, Rosopa, P.J., McNeese, N.J., Mallick, R., & Madathil, K. (September, 2023). Examining the Impact of Varying Levels of AI Teammate Influence on Human-AI Teams. *International Journal of Human-Computer Studies*, *177*, 103061. <https://doi.org/10.1016/j.ijhcs.2023.103061>.
- JA.10 Flathmann, C., McNeese, N.J., **Schelble, B.G.**, Knijnenburg, B., & Freeman, G. (2023, March). Understanding the Impact and Design of AI Teammate Etiquette. *Human-Computer Interaction*, *39*(5-6), 444-471. <https://doi.org/10.1080/07370024.2023.2189595>.

- JA.9 **Schelble, B.G.**, Flathmann, C., Musick, G., McNeese, N.J., & Freeman, G. (2022, November). I See You: Examining the Role of Spatial Information in Human-Agent Teams. *Proceedings of the ACM on Human-Computer Interaction*. 6(CSCW2), 1-27. <https://doi.org/10.1145/3555099>.
- JA.8 Hauptman, A.I., **Schelble, B.G.**, McNeese, N.J., & Madathil, K. (2022, September). Adapt and Overcome: Perceptions of Adaptive Autonomous Agents for Human-AI Teaming. *Computers in Human Behavior*, 138, 107451. <https://doi.org/10.1016/j.chb.2022.107451>.
- JA.7 **Schelble, B.G.**, Lopez, J., Textor, C., Zhang, R., McNeese, N.J., Pak, R., & Freeman, G. (2022, August). Towards Ethical AI: Empirically Investigating Dimensions of AI Ethics, Trust, and Performance in Human-AI Teaming. *Human Factors*, 66(4), 1037-1055. <https://doi.org/10.1177%2F00187208221116952>.
- 🏆 JA.6 Textor, C., Zhang, R., Lopez, J., **Schelble, B.G.**, McNeese, N.J., Freeman, G., Pak, R., Tossell, C., & de Visser, E.J. (2022, August). Exploring the Relationship Between Ethics and Trust in Human-AI Teaming: A Mixed Methods Approach. *Journal of Cognitive Engineering and Decision Making*, 16(4), 252-281. <https://doi.org/10.1177/15553434221113964>. ***Best Journal of Cognitive Engineering and Decision Making Article of 2022 Award.**
- JA.5 **Schelble, B.G.**, Flathmann, C., McNeese, N.J., O'Neill, T., Pak, R., & Namara, M. (2022, July). Investigating the Effects of Perceived Teammate Artificiality on Human Performance and Cognition. *International Journal of Human-Computer Interaction*, 39(13), 2686-2701. <https://doi.org/10.1080/10447318.2022.2085191>.
- 🏆 JA.4 **Schelble, B.G.**, Flathmann, C., McNeese, N.J., Freeman, G., & Mallick, R. (2021, January). Let's Think Together! Assessing Shared Mental Models, Performance, and Trust in Human-Agent Teams. *Proceedings of the ACM on Human-Computer Interaction*. 6(GROUP), 1-29. <https://doi.org/10.1145/3492832>. ***Best Paper Honorable Mention Award.**
- JA.3 McNeese, N.J., **Schelble, B.G.**, Canonico, L.B., & Demir, M. (2021, July). Who/What is My Teammate? Team Composition Considerations in Human-AI Teaming. *IEEE Transactions on Human-Machine Systems*, 51(4), 288-299. <http://dx.doi.org/10.1109/THMS.2021.3086018>.
- JA.2 Musick, G., O'Neill, T.A., **Schelble, B.G.**, McNeese, N.J., & Henke, J. (2021, September). What Happens When Humans Believe Their Teammate is an AI? An Investigation into Humans Teaming with Autonomy. *Computers in Human Behavior*, 122, 106825. <https://doi.org/10.1016/j.chb.2021.106852>.

- JA.1 O'Neill, T.A., McNeese, N.J., Barron, A., & **Schelble, B.G.** (2020, October). Human–Autonomy Teaming: A Review and Analysis of the Empirical Literature. *Human Factors*, 64(5), 904-938.
<https://doi.org/10.1177%2F0018720820960865>.

Conference Papers (Referred):

- C.14 **Schelble, B.G.**, Filer, G, Flathmann, C., & Madathil, K. (2025, August). Examining the Role of AI Information-Sharing on Trust in Human-AI Teams. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*.
<https://doi.org/10.1177/10711813251367726>.
- C.13 Flathmann, C., Ihekweazu, C., **Schelble, B.G.** (2025, July). Leveraging Generative AI to Create Lightweight Simulations for Far-Future Autonomous Teammates. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. <https://doi.org/10.1177/10711813251357885>.
- C.12 **Schelble, B.G.**, Lancaster, C., Mallick, R., McNeese, N.J., Freeman, G., & Pak, R. (2024, September). A Comparative Evaluation of Ad Hoc Team Performance, Effectiveness, and Interactions in Modern Collaborative Technology. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 68(1), 1254-1260. <https://doi.org/10.1177/10711813241280939>.
- C.11 Flathmann, C., **Schelble, B.G.**, & Galeano, A. (2024, August). Empirical Impacts of Independent and Collaborative Training on Task Performance and Improvement in Human-AI Teams. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. 68(1), 1447-1453.
<https://doi.org/10.1177/10711813241274425>.
- C.10 Hauptman, A., **Schelble, B.G.**, Flathmann, C., & McNeese, N. (2024, June). The Role of Autonomy Levels and Contextual Risk in Designing Safer AI Teammates. In *2024 IEEE International Conference on Human-Machine Systems (ICHMS)* (pp. 1-7). <https://doi.org/10.1109/ICHMS59971.2024.10555844>.
- C.9 **Schelble, B.G.**, Lancaster, C., Duan, W., Mallick, R., McNeese, N.J., & Lopez, J. (2023, January). The Effect of Ethical and Unethical AI Actions on Outcomes of Trust and Performance in Human-AI Teams. In *Proceedings of the 56th Hawaii International Conference on System Sciences* (pp. 332-331).
<https://hdl.handle.net/10125/102668>.
- C.8 Musick, G., **Schelble, B.G.**, Mallick, R., & McNeese, N.J. (2023, January). Intelligent Sharing is Caring: Toward the Design of an Intelligent System to Facilitate Team Sharing. In *Proceedings of the 56th Hawaii International Conference on System Sciences* (pp. 428-437).
<https://hdl.handle.net/10125/102681>.
- C.7 Hauptman, A., **Schelble, B.G.**, & McNeese, N.J. (2022, March). Adaptive

Autonomy as A Means for Implementing Shared Ethics in Human-AI Teams. In *Proceedings of the AAAI Spring Symposium on AI Engineering* (pp. 1-7). https://resources.sei.cmu.edu/asset_files/ConferencePaper/2022_021_001_884147.pdf.

- C.6 Flathmann, C., **Schelble, B.G.**, & McNeese, N.J. (2021, September). Fostering Human-Agent Team Leadership by Leveraging Human Teaming Principles. In *Proceedings of the 2nd IEEE International Conference on Human-Machine Systems (ICHMS)* (pp. 1-6). IEEE. <https://doi.org/10.1109/ICHMS53169.2021.9582649>.
- C.5 Flathmann, C., **Schelble, B.G.**, Zhang, R., & McNeese, N.J. (2021, July). Modeling and Guiding the Creation of Ethical Human-AI Teams. In *ACM/AAAI Artificial Intelligence Ethics and Society* (pp. 469-479). <https://doi.org/10.1145/3461702.3462573>.
- 🏆 C.4 **Schelble, B.G.**, Flathmann, C., Canonico, L.B., & McNeese, N.J. (2021, January). Understanding Human-AI Cooperation Through Game Theory and Reinforcement Learning Models. In *Proceedings of the 54th Hawaii International Conference on System Sciences* (pp. 348-358). <http://hdl.handle.net/10125/70652>. ***Nominated for Best Overall Paper Award**
- C.3 **Schelble, B.G.**, Canonico, L.B., McNeese, N.J., Carroll, J., & Hird, C. (2020, December). Designing Human-Autonomy Teaming Experiments Through Reinforcement Learning. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 64(1), 1426-1430. <https://doi.org/10.1177%2F1071181320641340>.
- 🏆 C.2 Flathmann, C., **Schelble, B.G.**, Tubre, B., McNeese, N.J., & Rodeghero, P. (2020, November). Invoking Principles of Groupware to Develop and Evaluate Present and Future Human-Agent Teams. In *Proceedings of the 8th International Conference on Human-Agent Interaction* (pp. 15-24). <https://doi.org/10.1145/3406499.3415072>. ***Best Overall Paper Award.**
- C.1 **Schelble, B.G.**, Flathmann, C., & McNeese, N.J. (2020, November). Towards Meaningfully Integrating Human-Autonomy Teaming in Applied Settings. In *Proceedings of the 8th International Conference on Human-Agent Interaction* (pp. 149-156). <https://doi.org/10.1145/3406499.3415077>.

Book Chapters:

- B.3 Sawant, S., Bhanu, A., **Schelble, B.G.**, Madathil, K. (in press). Addressing AI Vulnerabilities Through Human-Centered Approaches and Risk Frameworks. In *Advances in Human-AI Collaboration*. John Wiley and Sons.
- B.2 Gurney, N., Wu, Peggy, Molinaro, K., Jones, F., **Schelble, B.G.**, Quanyan, Zhu.

(2026). Modeling Human Behavior in Cybersecurity: Leveraging Structural Equation Modeling to Address Cognitive Biases and Enhance Defense Strategies. In *Foundations of Cyber Deception* (pp. 155-180). Springer Nature. <https://doi.org/10.1007/978-3-031-93867-2>.

- B.1 Flathmann, C., **Schelble, B.G.**, & McNeese, N.J. (2023, May). Refocusing Human-AI Interaction Through a Teamwork Lens. In *Handbook on Virtual Work* (pp. 109-127). Edward Elgar Publishing. <https://doi.org/10.4337/9781802200508.00013>.

Workshop Papers & Organization (Peer Reviewed):

- WP.3 **Schelble, B.G.**, Sengupta, S., Williams, A., & McNeese, N.J. (2023). Addressing Trust Repair for AI Ethicality: The Influence of Team Role and Violation Type. Workshop on Trust and Reliance in AI-Human Teams (TRAIT). *2022 ACM Conference on Computer-Human Interaction (CHI'23)*. Hamburg, Germany. April 23rd, 2023.
- WP.2 **Schelble, B.G.**, Flathmann, C., Scalia, M., Zhou, S., Myers, C., McNeese, N.J., Gorman, J., & Freeman, G. (2022). Addressing the Spread of Trust and Distrust in Distributed Human-AI Teaming Constellations. Workshop on Trust and Reliance in AI-Human Teams (TRAIT). *2022 ACM Conference on Computer-Human Interaction (CHI'22)*. New Orleans, LA. April 30th, 2022.
- WP.1 **Schelble, B.G.**, Flathmann, C., & McNeese, N.J. (2021). Reducing Bias by Prioritizing Multi-Cultural Human-Agent Teams. Workshop on Human-Machine Partnerships in the Future of Work: Exploring the Role of Emerging Technologies in Future Workplaces. *2021 ACM Conference on Computer Supported Cooperative Work (CSCW'21)*. Virtual. Oct. 23rd, 2021.

Research Posters:

- P.4 Lopez, J., Textor, C., **Schelble, B.G.**, Zhang, R., Pak, R., McNeese, N.J., & Freeman, G. (2021, November). Examining the Relationship Between an Autonomous Teammate's Ethical Decision Making and Trust. In *American Psychological Association's conference on Technology, Mind & Society, Virtual*. <https://doi.org/10.1037/tms0000063>.
- P.3 Flathmann, C., **Schelble, B.G.**, & McNeese, N.J. (2020, September). Creating Human-Oriented Multi-Agent Teams. In *Insights @ BMW Manufacturing Co. LLC*. Greenville, SC.
- P.2 **Schelble, B.G.**, Quinn, D., & Pak, R. (2018, March). Working Memory & Attitudes Towards Automation. Poster Presented at the *Southeastern Human Factors Applied Research Conference*, Clemson, SC.

- P.1 Shvorin, D., **Schelble, B.G.**, Zakian, E., Johnson, E., Barker, C., & Christensen, D. (2017, May). Evaluating an Intervention Plan Aimed to Improve Attention Span and Retention for Students who are Diagnosed with Attention Deficit Hyperactivity Disorder as a Means to Achieve Academic Success. Poster Presented at the *Institute of Industrial and Systems Engineers*, Pittsburgh, PA.

Presentations (Invited (INV), Conference (CONF), & Program Reviews (PRGREV)):

- INV.8 Human-AI Teaming: The Importance of Human-AI Complementarity. Psychology & Neuroscience Department Seminar. The University of Tennessee. Knoxville, TN. April 2026.
- INV.7 Performance Optimization in Human-AI Teams. National Academies of Sciences, Engineering, and Medicine-Board on Human-Systems Integration. September 2025. [National Academies BOHSI Webinar Page](#). [Video of Webinar](#).
- INV.6 Mitigating the Risks of Compromised AI Teammates. AI on the Battlefield Workshop. United States Military Academy (West Point), June 2025.
- INV.5 Human-Machine Teaming Deep Dive. Technical Advisory Panel on the Use of AI Systems in Warfare. United States Military Academy (West Point), February 2025.
- INV.4 Emerging Technologies Panel. Institute of Industrial and Systems Engineers Mid-Atlantic Regional Conference. Knoxville, TN. February 2025.
- INV.3 Getting on the Same Page: Information-Sharing, Team Cognition, Trust, and Ethics in Human-AI Teams. Carnegie Mellon University AI Institute for Societal Decision Making. Carnegie Mellon University, Pittsburgh, PA. September 2024.
- INV.2 From Assistance to Autonomy: Ethical Considerations in Human-AI Teaming. University of Texas at Austin. Austin, TX. September 2024.
- INV.1 Human-AI Teaming: Ethics, Trust, & Shared Knowledge. RTX. East Hartford, CT. September 2023.
- CONF.8 Addressing Trust Repair for AI Ethicality: The Influence of Team Role and Violation Type. 2023 ACM Conference on Computer-Human Interaction Workshop on Trust and Reliance in Human-AI Teams (CHI TRAIT). April 2023.
- CONF.7 Let's Think Together! Assessing Shared Mental Models, Performance, and Trust in Human-Agent Teams. The 2022/23 ACM Conference on Supporting Group Work (GROUP). January 2023.

- CONF.6 I See You: Examining the Role of Spatial Information in Human-Agent Teams. The 25th Association of Computing Machinery Conference On Computer-Supported Cooperative Work And Social Computing (CSCW). November 2022.
- PRGREV.2 Considerations of Ethical and Unethical Behavior on Trust in Human-Autonomy Teaming. Air Force Office of Scientific Research Trust and Influence Annual Program Review Meeting. September 2022.
- CONF.5 Addressing the Spread of Trust and Distrust in Distributed Human-AI Teaming Constellations. 2022 ACM Conference on Computer-Human Interaction Workshop on Trust and Reliance in Human-AI Teams (CHI TRAIT). April 2022.
- CONF.4 Reducing Bias by Prioritizing Multi-Cultural Human-Agent Teams. 2021 ACM Conference on Computer Supported Cooperative Work Workshop on Human-Machine Partnerships in the Future of Work (CSCW). October 2021.
- PRGREV.1 Promoting Human Interpretation and Interaction to Mitigate Bias in Artificial Intelligence. Office of Naval Research Annual Program Review Meeting. September 2021.
- CONF.3 Towards Meaningfully Integrating Human-Autonomy Teaming in Applied Settings. 8th International Conference on Human-Agent Interaction (HAI). November 2020.
- CONF.2 Designing Human-Autonomy Teaming Experiments Through Reinforcement Learning. Annual Meeting of the Human Factors and Ergonomics Society (HFES). October 2020.
- CONF.1 Evaluating an Intervention Plan Aimed to Improve Attention Span and Retention for Students who are Diagnosed with Attention Deficit Hyperactive Disorder as a Means to Achieve Academic Success. Institute of Industrial and Systems Engineers Conference. May 2017.

Teaching

Student Advising

As an Assistant Professor at the University of Tennessee

Current PhD Students (Chair)

2024-Present Sarah Mendoza, Industrial & Systems Engineering

2024-Present Yayun Tian, Industrial & Systems Engineering

Current DEng Students (Chair)

2025-present Victoria Lalena - DEng, Industrial & Systems Engineering

2025-present Joey Burdin - DEng, Industrial & Systems Engineering

2024-present Cody Gaspar - DEng, Industrial & Systems Engineering

Service as Academic Committee Member (Not as Chair)

PhD-Current

2025-Present Chad Uhles, Industrial & Systems Engineering (The University of Tennessee, Knoxville)

2025-Present Lanette Phillips, Industrial & Systems Engineering (The University of Tennessee, Knoxville)

2025-Present Emanuel Rojas, Engineering Psychology (Georgia Tech)

MSIE Committee Member

2025-2026 Masters of Science in Industrial & Systems Engineering Systems Concentration Cohort Program (Cohort 14-31 Students)

DEng-Graduated

2024-2025 John Pelfrey, Industrial & Systems Engineering (The University of Tennessee, Knoxville) Project: *"Integrating Risk Based Maintenance and Supply Chain Uncertainties to Optimize Predictive Maintenance Modeling"*

Undergraduate Students

2024-Present Elizabeth Hughes - B.S. Industrial & Systems Engineering, (Multiple Projects: 4 Hours/Week)

2024-Present Carson Bogue - B.S. Industrial & Systems Engineering, (Multiple Projects: 4 Hours/Week)

2024-Present Gracyn Filer - B.S. Industrial & Systems Engineering, (Multiple Projects: 4 Hours/Week)

As a PhD Student & Research Assistant at Clemson University

PhD Students

2023-2024 Nan Weng - Ph.D., Human-Centered Computing (Multiple Projects: 3 Hours/Week)

- 2022-2024 Camden Brady - Ph.D., Industrial Engineering (*Multiple Projects: 5 Hours/Week*)
- 2020-2024 Rohit Mallick - Ph.D., Human-Centered Computing (*Multiple Projects: 10 Hours/Week*)

Undergraduate Students

- 2022-2024 Jake MacDonald - B.S. Computer Science,
(*Multiple Projects: 2 Hours/Week*)
- 2021-2024 Noah Tavarez - B.S. Computer Science,
(*Multiple Projects: 10 Hours/Week*)
- 2020-2024 Alyssa Williams - B.S. Computer Science,
(*Multiple Projects: 2 Hours/Week*)
- 2020-2024 Christian Ihekweazu - B.S. Computer Science,
(*Multiple Projects: 2 Hours/Week*)
- 2017-2022 Houston Everett - B.S. Computer Science
(*Multiple Projects: 2 Hours/Week*)
- 2018-2021 Dylan Cathapermal - B.S. Computer Science,
(*Multiple Projects: 5 Hours/Week*)
- 2017-2020 Casey Hird - B.S. Mathematics,
(*Multiple Projects: 5 Hours/Week*)
- 2017-2020 Jack Carroll - B.S. Computer Science,
(*Multiple Projects: 5 Hours/Week*)

Teaching Experience

The University of Tennessee, Knoxville

Courses Taught

- Fall 2025 **Instructor of Record** IE 304: Introduction to Human Factors Engineering
Students' Instructor Evaluation: 4.5/5 (38/88 Responses)
- Spring 2025 **Instructor of Record** IE 423: Industrial Safety
Students' Instructor Evaluation: 4.23/5 (6/23 Responses)
- Fall 2024 **Instructor of Record** IE 304: Introduction to Human Factors Engineering
Students' Instructor Evaluation: 4.35/5 (42/50 Responses)

Clemson University

Spring 2023 **Volunteer Teaching Assistant** HCC 8500: The Science of Teamwork and Technology

Fall 2022 **Guest Lecturer** CPSC 4140/6140: Human-Computer Interaction

Fall 2020 **Graduate Instructor of Record** CPSC 1990/3990: Team Research Analytics in Computational Environments Creative Inquiry

Professional Activities

Professional Affiliations

2024- **Member** Institute of Electrical and Electronics Engineers (IEEE)

2024- **Member** American Society for Engineering Education (ASEE)

2024- **Member** Institute of Industrial and System Engineers (IISE)

2020- **Member** Association for Computing Machinery (ACM)

2018- **Member** Human Factors and Ergonomic Systems Society (HFES)

Reviewing

Funding Agencies

2025 NSF, Division of Civil, Mechanical and Manufacturing Innovation (CMMI), Review Panelist

2024 Army Research Lab, Ad Hoc Proposal Reviewer

2024 Office of Naval Research, Ad Hoc Proposal Reviewer

2024 NSF, Doctoral Dissertation Research Improvement Program, Ad Hoc Reviewer

Journals

2025- Applied Ergonomics

2025- ACM Computing Surveys

2025- Computers and Industrial Engineering

2025- Interaction Studies

2024- Artificial Intelligence Review

2024- Group and Organization Management

- 2024- Behavior & Information Technology
- 2024- International Journal of Industrial Ergonomics
- 2024- IEEE Transactions on Cognitive and Developmental Systems
- 2024- Journal of Experimental and Theoretical Artificial Intelligence
- 2024- Computers in Human Behavior: Artificial Humans
- 2024- IEEE Transactions on Human-Machine Systems
- 2024- Frontiers in Artificial Intelligence
- 2023- AI and Ethics
- 2022- Proceedings of the ACM on Human-Computer Interaction
- 2022- Cognition, Technology, & Work
- 2022- Plos One
- 2022- Computers in Human Behavior
- 2022- Human Factors: The Journal of the Human Factors and Ergonomics Society
- 2021- Journal of Cognitive Engineering and Decision Making
- 2021- International Journal of Human-Computer Interaction
- Conferences*
- 2025- ACM International Conference on Supporting Group Work (GROUP)
- 2024- ACM South Eastern Conference (ACMSE)
- 2023- European Conference on Information Systems (ECIS)
- 2023- ACM Conference on Computer-Supported Cooperative Work (CSCW)
- 2022- ACM Computer-Human Interaction (CHI)
- 2022- Hawaii International Conference on System Sciences (HICSS)
- 2021- IEEE International Conference on Tools with Artificial Intelligence (ICTAI)
- 2020- IEEE International Conference on Human-Machine Systems (ICHMS)
- 2020- Human Factors and Ergonomics Society Annual Meeting (HFES)

2020- Military Health System Research Symposium (MHSRS)

Editorial Boards

2025- ASME Journal of Autonomous Vehicles and Systems

Associate Editor

2025- ASME Journal of Autonomous Vehicles and Systems

Society/International Service

2026 Organizing Committee Member for the 5th Multi-Disciplinary Perspectives on Human-AI Team Trust Workshop, (*HHAI 2026*)

2025 Technical Program Committee Member for the 63rd Annual Association for Computing Machinery South Eastern Conference, (*ACMSE 2025*)

2024 Technical Program Committee Member for the 3rd International Workshop on Multidisciplinary Perspectives on Human-AI, (*HHAI24*)

2024 Technical Program Committee Member for the 62nd Annual Association for Computing Machinery South Eastern Conference, (*ACMSE 2024*)

2023 Technical Program Committee Member for the 2nd International Workshop on Multidisciplinary Perspectives on Human-AI Team Trust, *Conference in Human-Agent Interaction*, (*HAI 2024*).

2023 Technical Program Committee Member for the 1st International Workshop on Multidisciplinary Perspectives on Human-AI Team Trust, *International Conference on Hybrid Human-Artificial Intelligence (HHAI 2023)*.

University Service

The University of Tennessee, Knoxville

Fall, 2025 Assistant Professor Search Committee

Summer, 2025 Assistant Teaching Professor Search Committee

Fall, 2024 Assistant Professor Search Committee

Honors & Awards

2025 Selected 2023 & 2024 Featured Article for ACM Transactions on Interactive Intelligent Systems

2024 Clemson University, Most Outstanding Graduate Student in the Human-Centered Computing Ph.D. Program

- 2023 Best Journal of Cognitive Engineering and Decision Making Article of 2022
- 2023 Clemson University Graduate Student Government Outstanding Graduate Research Assistant Nominee
- 2022 Honorable Mention Paper Award at 2022/23 ACM International Conference on Supporting Group Work (GROUP)
- 2019-2021 NSF/NRT **Technology-Human Integrated Knowledge Education and Research** Fellowship [\$95,000] (Accepted)
- 2021 Best Paper at 54th Hawaii International Conference on System Sciences Nominee
- 2020 Best Paper Overall at the 8th International Conference on Human-Agent Interaction
- 2019 R.C. Edwards Fellowship [\$14,000] (Declined)
- 2018 Departmental Honors Graduate
- 2018 Summa Cum Laude Graduate
- 2018 Jervey Memorial Scholar [\$1,000]
- 2017-2018 Class of 1958 Golden Anniversary Scholar [\$1,000]
- 2015-2018 Life Scholarship [\$20,000]