

ANNA T. CIANCIOLO

Assistant Professor of Medical Education, Southern Illinois University School of Medicine
President & Senior Behavioral Scientist – Command Performance Research, Inc.

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Areas of Research Expertise and Scholarship

Adult professional learning, including instructional design, technology-assisted social learning, and faculty development. Human performance assessment, including teams and experience-based, tacit knowledge. Educational program evaluation. Design and implementation of collaborative information systems. Negotiation and mediation skill acquisition. Research methodology and multivariate statistical analysis.

Education

Ph.D.	2001	Georgia Institute of Technology	Engineering Psychology
M.A.	1997	University of Minnesota, Twin Cities	Cognitive & Biological Psychology
B.A.	1995	University of Michigan, Ann Arbor	Psychology

Employment History

June 2011 -	<i>Assistant Professor</i> , Medical Education, Southern Illinois University School of Medicine, Springfield
August 2010 -	<i>Adjunct Assistant Professor</i> , Educational Psychology, College of Education, University of Illinois, Urbana-Champaign
September 2005 -	<i>President & Senior Behavioral Scientist</i> , Command Performance Research, Inc. (Champaign, IL)
November 2003 - August 2010	<i>Adjunct Assistant Professor</i> , Human Factors Division, Institute of Aviation, University of Illinois, Urbana-Champaign
September 2003 - February 2006	<i>Senior Scientist, Instructional Technology</i> , Global Information Systems Technology, Inc. (Champaign, IL)
June 2001 - June 2003	<i>Postdoctoral Research Associate</i> , Center for the Study of the Psychology of Abilities, Competencies, and Expertise (PACE Center), Yale University (New Haven, CT)

Professional Society Memberships

American Psychological Association

American Psychological Association, Division 19 (Military Psychology)

Human Factors & Ergonomics Society

National Honor Society in Psychology – Lifetime Member

Professional Reviewing Activities

Books & Journals

Human Performance, Psychometrika, Journal of Cognitive Engineering & Decision Making, Journal of Experimental Psychology: Applied (editorial board member)

Lawrence Erlbaum Associates, Taylor & Francis, Oxford University Press

Other National and International Service Activities

1. Invited presenter, *U.S. Air Force Research Laboratory Trust Workshop: Behavioral Indicators of Trust*, Atlanta, GA, 2011
2. Invited presenter, *U.S. Marine Corps School Formal School Management Symposium*, Quantico, VA, 2010
3. Invited presenter, *Symposium: Building and Managing Virtual Teams in a Global Environment*, Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA, 2010.
4. Invited presenter, *U.S. Army Training and Education Development Summit*, Newport News, VA, 2010
5. Invited panelist, *U.S. Army Research Institute Science of Human Measures Workshop*, Newport News, VA, 2009.
6. Invited keynote speaker and discussant, *Multi-Team Systems Workshop*, Orlando, FL, 2008.
7. Invited presenter, *U.S. Army Knowledge Management Conference*, Kansas City, MO, 2008.
8. Invited presenter, *Department of Psychology Brown Bag*, Wright State University, Dayton, OH, 2008.
9. Invited presenter and discussant, *U.S. Army Science of Learning Workshop*, Hampton, VA, 2006.
10. Invited workshop lead, *Battle Command Knowledge System seminar on effects-based assessment of knowledge management*, Washington, DC, 2006.

11. Invited workshop lead, *3rd Squadron, 3rd Armored Cavalry Regiment pre-deployment training on effects-based operations and counterinsurgency*, Fort Carson, CO, 2004.
12. Invited presenter, *ARI Workshop on Developing and Implementing Training in Critical Thinking Skills in the Military*, Fort Leavenworth, KS, 2004.
13. Invited presenter, *Yale University Seminar on Abilities and Expertise*, New Haven, CT, 2004.
14. Invited presenter, *Yale University Seminar on Abilities and Expertise*, New Haven, CT, 2003.
15. Invited presenter, *Australian Mines and Metals Association National Conference*, Sydney, Australia, 2002.
16. Invited presenter, *Army Research Institute Leader Development Workshop*, Kansas City, MO, 2002.
17. Invited presenter, *Yale University Seminar on Abilities and Expertise*, New Haven, CT, 2002.

National and International Presentations

1. Cianciolo, A. T., Foltz, P., LaVoie, N., Lauper, U., & Pierce, L. *Interagency Consensus Forum*, Defense Equal Opportunity Management Institute 7th Biennial EO, Diversity, and Culture Research Symposium, Patrick Air Force Base, FL, 2009.
2. Cianciolo, A. T. *Further investigations of Army Lifelong Learning: An Enhanced Assessment Framework*, Annual Interservice/Industry Training, Education, & Simulation Conference (I/ITSEC), Orlando, FL, 2008.
3. Cianciolo, A. T., Foltz, P., LaVoie, N., & Lauper, U. *Emerging Concepts in Interagency Coordination Training*, Annual Interservice/Industry Training, Education, & Simulation Conference (I/ITSEC), Orlando, FL, 2008.
4. Cianciolo, A. T., Cianciolo, D., Prevou, M., & Morris, R. *Using Digital Storytelling to Stimulate Discussion in Army Professional Forums*, Annual Interservice/Industry Training, Education, & Simulation Conference (I/ITSEC), Orlando, FL, 2007. *Winner of Division Best Paper Award.*
5. Cianciolo, A. T., & Prevou, M. I. *Evaluating Army Professional Forums (APFs): Linking metrics to APF enhancement*, 7th Annual e-Gov Conference, Washington, DC, 2006.
6. Cianciolo, A. T., Heiden, C. G., Prevou, M. I., & Psotka, J. *Evaluating Army structured professional forums: Innovations in understanding and evaluating effectiveness*, Annual

Interservice/Industry Training, Education, & Simulation Conference (I/ITSEC), Orlando, FL, 2005.

7. Cianciolo, A. T., & Sanders, W. R. *Diagnosing shortfalls in war-gaming effectiveness: A model-based approach*, Annual Interservice/Industry Training, Education, & Simulation Conference (I/ITSEC), Orlando, FL, 2005.
8. Cianciolo, A. T., & Sanders, W. R. *A task analysis of U.S. Army war-gaming: Implications for assessing the performance of combined arms task force battle staffs*, Human Factors and Ergonomics Society 49th Annual Meeting, Orlando, FL, 2005.
9. Cianciolo, A. T., & Ackerman, P. L. *Touchpanel Assessment of Psychomotor Abilities*, Human Factors and Ergonomics Society 43rd Annual Meeting, Houston, TX, 1999.
10. Ackerman, P. L., Cianciolo, A. T., & Bowen, K. R. *Improving Selection for Psychomotor Skills in Dentistry*, Human Factors and Ergonomics Society 43rd Annual Meeting, Houston, TX, 1999.

Research Grants and Contracts

Research Contracts at Command Performance Research, Inc.

1. Cianciolo, A. T. (P.I. – Subcontract). *Advanced Preparation for Army Instructors*. U.S. Army Research Institute (Prime contractor – Dynamics Research Corporation). Funded, \$77,994.55. January 2010 – October 2010.
2. Cianciolo, A. T. (P.I.) *Assessing and Improving Interpersonal Trust in Distributed Teams*. U.S. Army Research Institute. Funded, \$614,948. April 2009 – 12 February 2013.
3. Cianciolo, A. T. (P.I. - Subcontract). *Planning, Implementing and Assessing Performance Improvement in Brigade Combat Teams*. U.S. Army Research Institute (Prime contractor – Dynamics Research Corporation). Funded, \$110,282. July 2009 – June 2011.
4. Cianciolo, A. T. (P.I. – Subcontract). *Driving Wisdom: Web-based Training for Young Adults to Improve Operator Judgments that Mitigate Crash Risk in Privately Owned Vehicles*. U.S. Army Research Institute (Prime contractor – Parallel Consulting, LLC). Funded, \$95,066. September 2007 – July 2010.
5. Cianciolo, A. T. (P.I. – Subcontract). *Development & Transition of Training to Visualize Time and Space Interactions at Company and Platoon Level*. U.S. Army Research Institute (Prime contractor – Intelligent Decision Systems, Inc.). Funded, \$41,950. March 2007 – April 2010.
6. Cianciolo, A. T. (P.I.) *Interactive Learning Environment for Managing Multinational, Interagency, and Other Interactions in Stability, Security, Transition, and Reconstruction*

Operations, Phase II. U.S. Army Research Institute. Funded, \$749,949. February 2008 – February 2010.

7. Cianciolo, A. T. (P.I. – Subcontract). *Modeling Collective and Individual Task Skill Sustainment in the Future Force*. U.S. Army Research Institute (Prime contractor – Dynamics Research Corporation). Funded, \$93,900. August 2007 – October 2009.
8. Cianciolo, A. T. (P.I.) *Narrative Engineering Research and Development*. U.S. Battle Command Knowledge System. Funded, \$160,000. September 2008 – March 2009.
9. Cianciolo, A. T. (P.I. – Subcontract). *Lifelong Learning Center Summative Evaluation*. U.S. Army Research Institute (Prime contractor – Human Resources Research Organization). Funded, \$91,019.65. August 2007 – January 2008.
10. Cianciolo, A. T. (P.I.). *Interactive Learning Environment for Managing Multinational, Interagency, and Other Interactions in Stability, Security, Transition, and Reconstruction Operations*. U.S. Army Research Institute. Funded, \$99,984.91. February – August 2007.
11. Cianciolo, A. T. (P.I. – Subcontract). *Adaptive, Web-based IMI Exercise-Generation Tool for Embedded Battle Command Training*. U.S. Army Research Institute (Prime contractor – Defense Training & Technologies). Funded, \$62,602.86. October, 2006 – September, 2008.
12. Cianciolo, A. T. (P.I. – Subcontract). *Assessing the impact of DOET's Lifelong Learning Initiative*. U.S. Army Research Institute (Prime contractor – Human Resources Research Organization). Funded, \$49,858. May - November, 2006.
13. Cianciolo, A. T. (P.I.). *Simulated cognitive leadership challenges for professional forums*. U.S. Army Research Institute. Funded, \$99,513. February - August, 2006.

Research Contracts at Global Information Systems Technology, Inc.

1. Cianciolo, A. T. (P.I.). *Rapid development of contextualized training*. U.S. Army Research Institute. Funded, ≈\$100,000. September, 2005 - February, 2006.
2. Cianciolo, A. T. (P.I. - Subcontract). *Assessing the impact of U.S. Army professional forums*. U.S. Army Research Institute (Prime contractor – Human Resources Research Organization). Funded, ≈\$110,000. April, 2005 - September, 2005.
3. Cianciolo, A. T. (P.I.). *Assessing war-gaming effectiveness*. U.S. Army Research Institute. Funded, ≈\$198,000. April, 2004 - September, 2005.

Publications

Books

1. Cianciolo, A. T., & Sternberg, R. J. (2004). *Intelligence: A brief history*. Malden, MA: Blackwell.

2. Antonakis, J., Cianciolo, A. T., & Sternberg, R. J. (Eds.). (2004). *The nature of leadership*. Thousand Oaks, CA: Sage.

Articles in Books and Journals

1. Cianciolo, A. T., Evans, K. M., Hunter, A., & Pierce, L. (in press). Trust in distributed operations. To appear in N. A. Stanton (Ed.), *Trust in military teams*.
2. Cianciolo, A. T., & Evans, K. M. (in press). Distributed communities of practice. To appear in J. Lee & A. Kirlik (Eds.), *Oxford handbook of cognitive engineering, Volume II*.
3. Cianciolo, A. T., Grigorenko, E. L., Jarvin, L., Gil, G., Drebot, M., & Sternberg, R. J. (2006). Practical intelligence and tacit knowledge: Advancements in the measurement of developing expertise. *Learning & Individual Differences, 16*(3), 235-253.
4. Cianciolo, A. T., Matthew, C., Wagner, R. K., & Sternberg, R. J. (2006). Tacit knowledge, practical intelligence, and expertise. In K. A. Ericsson, N. Charness, P. Feltovich, & R. Hoffman (Eds.), *Cambridge Handbook of Expertise and Expert Performance* (pp. 613-632). New York: Cambridge University Press.
5. Cianciolo, A. T., Antonakis, J., & Sternberg, R. J. (2004). Practical intelligence and leadership: Using experience as a “mentor”. In D. V. Day, S. Zaccaro, & S. Halpin (Eds.), *Leader development for transforming organizations – Growing leaders for tomorrow* (pp. 211-236). Mahwah, NJ: Lawrence Erlbaum Associates.
6. Cianciolo, A. T., & Sternberg, R. J. (2004). Tacit knowledge. In G. R. Goethels, G. J. Sorensen, & J. M. Burns (Eds.), *Encyclopedia of leadership* (Vol. 4, pp. 1521-1524). Thousand Oaks, CA: Sage.
7. Cianciolo, A. T., & Sternberg, R. J. (2003). Intelligence and memory. In J. H. Byrne (Ed.), *Learning and memory* (2nd ed., pp. 263-268). New York: Macmillan.
8. Ackerman, P. L., & Cianciolo, A. T. (2002). Ability and task constraint determinants of complex task performance. *Journal of Experimental Psychology: Applied, 8*(3), 194-208.
9. Ackerman, P. L., & Cianciolo, A. T. (2000). Cognitive, perceptual speed, and psychomotor determinants of individual differences during skill acquisition. *Journal of Experimental Psychology: Applied, 6* (4), 259-290.
10. Ackerman, P. L., & Cianciolo, A. T. (1999). Psychomotor abilities via touchpanel testing: Measurement innovations, construct, and criterion validity. *Human Performance, 123* (3/4), 231-273.

Articles in Published and Reviewed Conference Proceedings

1. Evans, K. M., Cianciolo, A. T., Hunter, A., & Pierce, L. (2010). Modeling interpersonal trust in distributed command and control teams. *Proceedings of the 15th International Command and Control Research & Technology Symposium*. Santa Monica, CA.
2. Lickteig, C., Cianciolo, A. T., Silverman, M., Menaker, E., & Stroupe, H. (2009). Improving company commander's visualization in irregular warfare. *Proceedings of the Interservice/Industry Training, Simulation, and Education Conference (IITSEC)*. Orlando, FL.
3. Cianciolo, A. T. (2008). Further investigations of Army Lifelong Learning: An enhanced assessment framework. *Proceedings of the Interservice/Industry Training, Simulation, & Education Conference (IITSEC)*. Orlando, FL.
4. Cianciolo, A. T., LaVoie, N., Lauper, U., & Foltz, P. (2008). Emerging concepts in interagency coordination training. *Proceedings of the Interservice/Industry Training, Simulation, & Education Conference (IITSEC)*. Orlando, FL.
5. Cianciolo, A. T. (2007). U.S. Army lifelong learning: Program assessment metrics and initial results. *Proceedings of the Interservice/Industry Training, Education, & Simulation Conference (IITSEC)*. Orlando, FL.
6. Cianciolo, A. T., Cianciolo, D., Prevou, M. I., & Morris, R. F. (2007). Using digital storytelling to stimulate discussion in Army professional forums. *Proceedings of the Interservice/Industry Training, Education, & Simulation Conference (IITSEC)*. Orlando, FL. *Winner of Division Best Paper Award*.
7. Cianciolo, A. T., Heiden, C. G., Prevou, M. I., & Psocka, J. (2005). Evaluating Army structured professional forums: Innovations in understanding and evaluating effectiveness. *Proceedings of the Interservice/Industry Training, Education, & Simulation Conference (IITSEC)*. Orlando, FL.
8. Cianciolo, A. T., & Sanders, W. R. (2005). Diagnosing shortfalls in war-gaming effectiveness: A model-based approach. *Proceedings of the Interservice/Industry Training, Education, & Simulation Conference (IITSEC)*. Orlando, FL.
9. Cianciolo, A. T., & Sanders, W. R. (2005). A task analysis of U.S. Army war-gaming: Implications for assessing the performance of combined arms task force battle staffs. *Proceedings of the Human Factors and Ergonomics Society 49th Annual Meeting*. Orlando, FL.
10. Cianciolo, A. T., & Pursley, D. (2003). Knowing how to lead: Acquiring and using tacit knowledge for successful leadership. *Proceedings of the 2nd Global Leadership Conference*. West Point, NY: United States Military Academy.

11. Cianciolo, A. T., & Ackerman, P. L. (1999). Touchpanel assessment of psychomotor abilities. *Proceedings of the Human Factors and Ergonomics Society 43rd Annual Meeting*, 624-628.
12. Ackerman, P. L., Cianciolo, A. T., & Bowen, K. R. (1999). Improving selection for psychomotor skills in dentistry. *Proceedings of the Human Factors and Ergonomics Society 43rd Annual Meeting*, 898-902.

Educational Activities

Courses Taught

1. ED 682: Measurement, Assessment, & Evaluation. New Haven Community College, New Haven, Connecticut. Course text: R. L. Linn & N. E. Gronlund, *Measurement and Assessment in Teaching* (8th ed).