



Catherine GABELICA

Ph.D. in Educational Sciences

Assistant Professor, Human Resource Management

c.gabelica@ieseg.fr

EDUCATION

2014 Ph.D. in Educational Sciences, University of Maastricht, Netherlands

2006 Master, Educational Sciences, Belgium

PROFESSIONAL CERTIFICATION

2010 University Teaching Certificate (BKO), University of Maastricht, Netherlands

RESEARCH INTERESTS

Human Resource Management

PROFESSIONAL EXPERIENCE

ACADEMIC:

2016 - Present Professor, IÉSEG School of Management, France

2015 - Present Postdoctoral Researcher, Glasgow Caledonian University, Glasgow, United Kingdom

2014 - 2015 Postdoctoral Researcher and Lecturer, University of Maastricht, Maastricht, Netherlands

2013 - 2013 Visiting professor, University of Central Florida, USA

2009 - 2013 PhD Candidate and Lecturer, University of Maastricht, Netherlands

2006 - 2008 Teaching and Research Assistant, Belgium

PROFESSIONAL:

2008 - 2008 Learning Coordinator, Liege, Belgium

CONSULTING EXPERIENCE

2012 Coaching and Professional Development , Institut Wallon de formation en alternance des indépendants et petites et moyennes entreprises, Belgium

COURSES TAUGHT

- Employee performance management, Grande ecole (master cycle)
- Managing teams, Grande ecole (master cycle)
- Learning and development in organizations
- Supporting learning at the workplace
- Study coaching trajectory
- Cognition, learning, and knowledge development
- Quantitative research methods
- Professional development & human performance
- Teaching and learning

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Gabelica C., De Maeyer S., Schippers M., (2022), TAKING A FREE RIDE: HOW TEAM LEARNING AFFECTS SOCIAL LOAFING, *Journal of Educational Psychology*, 114(4), pp. 716–733

Gabelica C., Popov V., (2020), "One Size Does not Fit All": Revisiting Team Feedback Theories from a Cultural Dimensions Perspective, *Group and Organization Management*, 45(2), pp. 1-58

Gabelica C., Van den Bossche P., Fiore S., Segers M., Gijssels W., (2016), Establishing team knowledge coordination from a learning perspective, *Human Performance*, 29(1), pp. 33-53

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2014), Dynamics of team reflexivity after feedback, *Frontline Learning Research*, 2(3), pp. 64-91

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2012), Feedback, a powerful level in teams: A review, *Educational Research Review*, 7(2), pp. 123-144

Papers in non-refereed journals

Published

Gabelica C., Van den Bossche P., De Maeyer S., Segers M., Gijssels W., (2014), The effect of team feedback and guided reflexivity on team performance change, *Learning and Instruction*, 34(2014), pp. 86-96

Gabelica C., (2006), Apports possibles des stratégies d'enseignement en immersion dans des classes multiculturelles , *Les Cahiers des Sciences de l'Education*, 24-25, pp. 29-40

Communications in refereed conferences

International

Gabelica C., Popov V., (2024), *A multimodal view of cognitive-emotional states in post-simulation debriefings* INGRoup Conference, Charlotte, USA

Gabelica C., Popov V., (2024), *Breaking Bad News: How Teams Process Feedback during Standardized Patient Debrief Sessions* AERA, Philadelphia, USA

Gabelica C., Popov V., (2023), *A multimodal view of cognitive-emotional states in post-simulation debriefings* The 2023 INGRoup Conference, Seattle, USA

Gabelica C., Popov V., (2023), *Understanding emotion-cognition interplay when processing feedback during the standardized patient debrief sessions* ISLS International Society of the Learning Sciences, Montreal, Canada

Gabelica C., Popov V., (2023), *Unpacking Emotional and cognitive responses to feedback in teams* Association of Work and Organizational Psychology (EAWOP) 2023 Congress, Katowice, Poland

Gabelica C., Popov V., (2023), *Unpacking Emotional and cognitive responses to feedback in teams* The European Association for Research on Learning and Instruction (EARLI) 2023 Conference, Thessaloniki, Greece

Gabelica C., De Maeyer S., (2017), *And...ACTION: Adaptation, Feedback and Reflexivity in Action Teams* European Association of Work and Organizational Psychology Congress (EAWOP), Dublin, Ireland

National

Gabelica C., (2021), *Feeding Team Success: the Art of Giving and Facilitating Effective Team Feedback* Human Factors NL Webinar, Online, Netherlands

Other conference and seminar presentations

International

Gabelica C., (2023), *Regulation and Learning in professional teamwork* University of Antwerp, Antwerp, Belgium

Gabelica C., (2022), *The Effects of Team Learning on Social Loafing Development*. The American Educational Research Association Annual Meeting, San Diego, USA

Gabelica C., Popov V., (2022), *Processing Team Feedback: Exploring Emotional and Cognitive Responses to Team-Level Feedback* the American Educational Research Association Annual Meeting, San Diego, USA

Gabelica C., Popov V., (2022), *Processing Team Feedback: Exploring Emotional and Cognitive Responses to Team-Level Feedback* The International Society of the Learning Sciences Annual Meeting, Hiroshima, Japan

Gabelica C., De Maeyer S., Schippers M., (2019), *Taking a Free Ride: How Team Learning Impacts the Development of Social Loafing* 79th Annual Meeting of the Academy of Management, Boston, USA

Gabelica C., Fiore S., Popov V., (2019), *Revisiting Team Feedback Theories from a Multicultural Perspective* 2019 INGRoup conference, Lisbon, Portugal

Gabelica C., Schippers M., De Maeyer S., (2018), *A Multiplex View of Social Loafing in teams* ICAP, Montreal, Canada

Gabelica C., Schippers M., De Maeyer S., (2018), *A Multiplex View of Social Loafing in teams* APA, San Francisco, USA

Gabelica C., Van den Bossche P., (2018), *Guiding reflection in teams: a process approach* AERA, New York, USA

Sassenus S., Gabelica C., Van den Bossche P., (2018), *Team work, team stress & information processing*. EARLI SIG 14 Learning and Professional Development conference , Geneva, Switzerland

Gabelica C., De Maeyer S., (2017), *Good news/'Bad news': the consequences of repeated team performance feedback on team processes and performance* The American Educational Research Association (AERA), San Antonio, USA

Gabelica C., Sven D. M., (2017), *Tell us how we performed and we may learn. Uncovering motivational and learning effects of feedback in teams* INGRoup, St Louis, USA

Gabelica C., Fiore S., Chini J., (2016), *Learning to be a Science Team* The Science of Team Science Conference, Phoenix, USA

Gabelica C., Fiore S., Chini J., (2016), *The learning effects of team reflexivity in Science Team* INGRoup Conference, Helsinki, Finland

Gabelica C., (2015), *Team reflection as a Strategy to Enhance team Performance after Feedback* INGRoup conference, Pittsburgh, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2015), *Dynamics of team cognition and team adaptation* EAWOP , Oslo, Norway

Fiore S., Gabelica C., Hall K., (2014), *Education and Training for Team Science* Science of Team Science Conference, Austin, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2014), *Dynamics of team reflexivity* InGroup conference, Raleigh, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2014), *Reflecting on feedback: A dynamic perspective* EARLI-sig Professional Development and Learning, Oslo, Norway

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2014), *Reflecting on feedback: Dynamics of team reflexivity* EAWOP SGM2014 on dynamics of team cognition and team adaptation, Lisbon, Portugal

Gabelica C., Fiore S., (2013), *Learning how to be a (team) scientist* Science of Team Science Conference, Evanston, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels M., (2013), *Looking inside the box: cognition as way to achieve team effectiveness in work teams* European Association of Work and Organizational Psychology Conference (EAWOP), Münster, Germany

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2013), *Improving performance in teams through team-level feedback and guided reflexivity: a comparative study* EARLI Conference for Research on Learning and Instruction, Munich, Germany

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2013), *Reflection on and for action: a powerful intervention for team Effectiveness* American Educational Research Association (AERA) , San Francisco, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2013), *When do Professional teams learn to Perform: how Coordination Impacts Performance* American Educational Research Association (AERA) , San Francisco, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2012), *Feedback as a team-level intervention to enhance team performance and team learning* EARLI- sig Professional Development and Learning , Antwerp, Belgium

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2012), *Dynamics of team coordination from a learning perspective* InGroup conference, Chicago, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2011), *Enhancing Coordination in Teams: Team Learning Behaviors and Task Cohesion as Powerful Socio-Cognitive Factors* European Association of Work and Organizational Psychology Conference , Maastricht, Netherlands

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2011), *Feedback as a team-design practice: A Review* American Educational Research Association (AERA) conference, New Orleans, USA

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2011), *Feedback in Teams: a Review* Educational Innovation in Economics and Business Conference, Lyon, France

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2011), *How Teams Develop Their Collective Power: Team Interpersonal Context and Learning Behaviors as Socio-Cognitive Factors* EARLI conference, Exeter, United Kingdom

Gabelica C., Van den Bossche P., Segers M., Gijssels W., (2010), *Feedback as a team-design practice: A Review* EARLI-sig Professional Development and Learning, München, Germany

Non-refereed proceedings

Published

Gabelica C., Fiore S., (2013), PBL, TBL, and SBL: What can training researchers gain from examination of methods for active-learning, in: Human Factors and Ergonomics Society(Eds.) in *Proceedings of 57th Annual Meeting of the Human Factors and Ergonomics Society, Human Factors and Ergonomics Society , chapter 57(1), pp. 462-466*

Chapters in books

Published

Van den Bossche P., Gabelica C., Koeslag-Kreunen M., (2022), Team learning, in: Christian Harteis, David Gijbels and Eva Kynd(Eds.), *Research approaches on workplace learning : insights from a growing field*, 978-3-030-89581-5, Springer, Berlin, chapter 9, pp. 201-218

Fiore S., Gabelica C., Wiltshire T., Stokols D., (2019), Training to be a (team) scientist, in: Kara Hall, Robert Croyle, and Amanda Vogel(Eds.), *Strategies for Team Science Success: Handbook of Evidence-based Principles for Cross-disciplinary Science and Practical Lessons Learned from Health Researchers*, 978-3-030-20992-6, Springer International Publishing, chapter 33, pp. 421-444

Gabelica C., (2010), Involving Students in Texts, in: Garbe, Holle, Weinhold(Eds.), *ADORE – Teaching Struggling Adolescent Readers in European Countries*, 978-3-631-59044-7, Peter Lang, Bern, chapter 5, pp. 114-122

GRANTS AND HONORS

Award

2022 Teaching Award for the Bachelor Program, IÉSEG School of Management, France

2014 New Investigator Award of the American Educational Research Association (AERA) Division-I Education In the Professions, American Educational Research Association, USA

PROFESSIONAL MEMBERSHIPS

American Educational Research Association (AERA)

Interuniversity Centre for Educational Research in the Netherlands

Interdisciplinary Network for Group Research (INGRoup)

European Association for Research on Learning and Instruction

International Association of Applied Psychology

American Psychological Association (APA)

EDITORIAL ACTIVITY

Reviewer in an academic journal

Learning and Instruction

Educational Research Review

Human Performance

Group & Organization Management (GOM)

Learning and Individual Differences

Computers in Human Behavior

PROFESSIONAL SERVICE

Committee/task force member

TLDC

TLQC

Invited Lecturer

2016 Visitorship at Antwerp University

Moderator / Facilitator in an academic conference

2016 Science of the Team Science Conference in May 2016, Phoenix, USA

Reviewer for an academic conference

Ingroup Conference

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Education support advisor

Pedagogical advisor for Professors and Participation to Vision group 3, IÉSEG School of Management, France

Organizer of a pedagogical cafe

Organization and Participation to a pedagogical cafe, IÉSEG School of Management, France

Organizer of a workshop

Co-organization of pedagogical days in Lille and Paris , IÉSEG School of Management, France

Participation in recruitment of professors

Jury in the recruitment of professors, IÉSEG School of Management, France