

Megan Chan

Chicago, IL
(951) 500-4580
megan-a-chan.com
megan.chan@u.northwestern.edu

Education

Northwestern University, Evanston | IL

Ph.D. Industrial Engineering and Management Sciences, Jun. 2026

M.S. Industrial Engineering and Management Sciences, Jun. 2022

California Polytechnic University, San Luis Obispo | CA

B.S. Industrial Engineering, June 2019

Summa Cum Laude

Research

Graduate Student Researcher, SONIC Lab

Aug. 2021 - Present

- Conducted experiments with NASA crews to study team performance and multiteam system coordination
- Used simulation-based network analysis (e.g. exponential random graph models) to identify determinants of individual, team, and multiteam system performance
- Investigated hybrid team coordination using text analysis (e.g. LIWC, BERT) and dynamic network approaches (i.e. relational hyperevent models)

Papers

Chan, M., Carter, D., DeChurch, L., Contractor, N. Multicommunication and Collective Attention in Hybrid Teams [Special issue]. (under review). *Organization Science*.

DeChurch, L., Lungeanu, A., **Chan, M.**, Contractor, N. Shared Leadership from Rome to Mars. (in revision). *Academy of Management Discoveries*.

Lungeanu, A., DeChurch, L., **Chan, M.**, Contractor, N. (2025). Leading the Crew to Mars: Evidence from NASA HERA Analog Crews. *Acta Astronautica*.

Efobi, I., & **Chan, M.** (2024). Racial Disparities and Medicine: A Never-Ending Cycle. *The Young Researcher*, 8(2), 108-114.

Working Papers

Chan, M., Izadinia, N., DeChurch, L., Waechter, A., Contractor, N. Measuring Up: A Multilevel, Optimization-Based Approach to Multiteam System Performance Measurement. Target Journal: *Organizational Research Methods*.

Chan, M.*, Larson, L.*, Gomez-Zara, D., DeChurch, L., Contractor, N. Congruent Leadership Emergence in Multiteam Membership Contexts. Target Journal: *Organization Science*.

**shared lead-authorship*

Conference Papers & Symposia

Chan, M., DeChurch, L., Contractor, N. (2025, Jul 25-29). Closing the Loop: Multicommunicating in Multiteam Systems. [Conference Presentation]. Academy of Management, Copenhagen, Denmark.

DeChurch, L., Lungeanu, A., **Chan, M.** (2025, Jul 25-29). When Two is Too Many and Not Enough: Shared Leadership in Ancient Rome (32 to 491 CE). [Conference Presentation]. Academy of Management, Copenhagen, Denmark.

Chan, M. Contractor, N., Begerowski, S., Bell, S., Cao, H., Kush, J., Mathieu, J. (2024, Apr 17-20). *Text to Teamwork: Decoding Team Dynamics with Computer-Aided Text Analysis* [Conference Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Chan, M., Contractor, N., & DeChurch, L. (2024, Apr 17-20). *Leadership Signatures in Spaceflight Multiteam Systems* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Chan, M., DeChurch, L., Contractor, N. (2023, August 4-8). *The Leadership Signatures of Effective Multiteam Systems*. [Conference Presentation]. Academy of Management, Boston, MA, United States.

Chan, M., DeChurch, L., Contractor, N. (2023, July 20-22). *Characterizing Configurations of Effective Teams in Multiteam System Networks*. [Conference Presentation]. INGroup, Seattle, WA, United States.

Conference
Presentations

Contractor, N., **Chan, M.**, Lungeanu, A., DeChurch, L., Bell, S. (2025, Jan 28-31). TEAMSTaR: Supporting Resilient Teams to go the Distance. [Conference Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.

Contractor, N., Lungeanu, A., DeChurch, L., **Chan, M.** (2024, Oct 14-18). *Teams that SIRIUSly Go the Distance: Effect of Isolation and Confinement on Team Performance* [Conference Presentation]. IAC 2024 Congress Proceedings 75th International Astronautical Congress (IAC), Milan, Italy.

DeChurch, L., Lungeanu, A., **Chan, M.**, Contractor, N. (2024, Oct 14-18). *Leading the Crew to Mars: Evidence from NASA HERA Analog Crews* [Conference Presentation]. IAC 2024 Congress Proceedings 75th International Astronautical Congress (IAC), Milan, Italy.

Chan, M., DeChurch, L., Contractor, N. (2023, June 19-July 1). *A Network Modeling Framework for Predicting Effective Individuals, Teams, and Multiteam Systems*. [Conference Presentation]. Sunbelt, Portland, OR, United States.

Chan, M., Izadinia, N., DeChurch, L., Waechter, A., Contractor, N. (2022, October 16-19). *A Quantitative Approach to Stratify and Measure Performance of Multi-Team Systems*. [Conference Presentation]. INFORMS Annual Meeting, Indianapolis, IN, United States.

Conference
Posters

Chan, M., DeChurch, L., Contractor, N. (2025, Jan 28-31). PRISM: Performance Reimagined in Spaceflight Multiteam Systems. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.

Chan, M., Sudarsan, S., DeChurch, L., Lungeanu, A., Bell, S., Contractor, N. (2025, Jan 28-31). Paired for Success: Operationally Building Crew Communication. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.

- Qian, N., **Chan, M.**, Lungeanu, A., DeChurch, L., Bell, S., Contractor, N. (2025, Jan 28-31). Improving Space Mission Success Through Team State-Building Activities. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
- Ly, L., **Chan, M.**, Lungeanu, A., DeChurch, L., Bell, S., Contractor, N. (2025, Jan 28-31). Evaluating the TEAMSTaR Dashboard: Usability Perceptions of Crew Members vs. Mission Control. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
- Contractor, N. Lungeanu, A., DeChurch, L., Bell, S., **Chan, M.**, Javalagi, A. (2024, Feb 13 - 16). TEAMSTaR: Supporting Resilient Teams to Go the Distance. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
- Chan, M.**, DeChurch, L., Contractor, N. (2024, Feb 13 - 16). PRISM: Performance Reimagined in Spaceflight Multiteam Systems. [Poster Presentation]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States
- Shah, M., **Chan, M.**, Youn, H., DeChurch, L., Contractor, N. (2023, Oct. 6 - 8). Uncovering Effective Sequences of Dialog Acts in High-Performance Multiteam Systems. [Poster Presentation]. Organizational Communication Mini Conference, New Brunswick, NJ, United States.
- Chan, M.**, Izadinia, N., DeChurch, L., Waechter, A., Contractor, N. (2023, April 19-22). *Measuring Multiteam System Performance with Multi-Objective Optimization*. [Poster Presentation]. SIOP Annual Conference, Boston, MA, United States.

Awards

Sage Publishers Award

Best Management History Division Paper in Leadership

Academy of Management, 2025, Management History Division. Paper Title: "When Two is Too Many and Not Enough: Shared Leadership in Ancient Rome (32 to 491 CE)."

Arthur Hurter Outstanding TA Award

2025

- Awarded by Northwestern University's Industrial Engineering and Management Science Department for excellence in assisting with the management and guidance with teaching a class
- Nominated for IEMS 345: Negotiations and Conflict Resolution for Engineers

IEMS Student Leadership Award

2024

- Awarded by Northwestern University's Industrial Engineering and Management Science Department for demonstrating exceptional leadership and service
- Nominated for leadership as the Northwestern University student chapter INFORMS president

Grant Augmentation Competition for Students and Postdocs

2023

NASA Human Research Program, \$25,000 in funding

Awarded for a proposal titled PRISM: Performance Reimagined in Spaceflight Multiteam Systems, which focused on developing novel methods to measure individual, team, and multiteam system performance using approaches from mathematical optimization

Segal Design Cluster Fellowship 2023

Northwestern Center for Human-Computer Interaction + Design, \$10,000 in funding
Awarded to students dedicated to work in an interdisciplinary environment focused on human-centered design, computational thinking, and design skills and methods

Royal E. Cabell Fellowship 2022

Northwestern University McCormick School of Engineering, \$5,000 in funding
Awarded to select incoming PhD students for research potential

Harold Richards Graduate Fellowship 2022

Northwestern University Department of Industrial Engineering and Management Sciences, \$4,500 in funding
Awarded to select incoming PhD students in the area of organizational theory and systems analysis

Teaching:
Courses

COMP_SCI 396/COMM_ST 352/IEMS 341: Social Network Analysis

Teaching Assistant for Prof. Noshir Contractor

Summer 2025, Spring 2025, Summer 2024, Spring 2024, Summer 2023

- Average teaching rating from Spring 2025: 5.71/6.00
- Supported in-person and asynchronous course sections
- Taught all coding labs and hosted regular discussion sections and office hours

IEMS 345: Negotiations and Conflict Resolution for Engineers

Teaching Assistant for Dr. Jim Rekoske

Winter 2025

- Average teaching rating: 5.93/6.00
- Taught the mediations module

MLDS 490/IEMS 441/MTS 525/COMP_SCI 496: Social Network Analysis

Teaching Assistant for Prof. Noshir Contractor

Fall 2024

- Average teaching rating: 5.95/6.00
- Taught all coding labs and hosted regular discussion sections and office hours

MSC 540: Leading Collaboration

Teaching Assistant for Prof. Leslie DeChurch

Fall 2024

MSC 492: Leading and Leveraging Networks

Teaching Assistant for Prof. Noshir Contractor

Spring 2024, Spring 2023

IEMS 344: Whole-Brain Leadership

Teaching Assistant for Dr. Marita Poll

Spring 2024

COMM 6416P: Social Network Analysis

Teaching Assistant for Prof. Noshir Contractor and Prof. Mengxiao Zhu

Fall 2022

IME 312: Data Management & System Design

Teaching Assistant for Prof. Tao Yang
Spring 2019, Fall 2018

IME 223: Process Improvement Fundamentals

Teaching Assistant for Karen Bangs
Winter 2019

Teaching:
Executive
Education

Kellogg Executive Education: Leading High Impact Teams

Teaching Assistant for Prof. Leslie DeChurch
August 2025, October 2024, September 2024

Grainger End-to-End Leader Training: Leading and Leveraging Networks

Teaching Assistant for Prof. Noshir Contractor
August 2025, May 2025, January 2025, August 2023

Sidley Emerging Leader Development Program: Networks and Connected Organizations

Teaching Assistant for Prof. Noshir Contractor
June 2025

Kellogg Management Foundations Program: Leveraging and Learning from Networks

Teaching Assistant for Prof. Noshir Contractor
January 2025

Kellogg Executive Education: Leading Multiteam Systems

Teaching Assistant for Prof. Leslie DeChurch
November 2024, October 2024, September 2024

Kellogg Executive Education: Influencing AI and Human Teams

Teaching Assistant for Leslie DeChurch
November 2024

Teaching:
Other

Reflective and Effective Teaching Certificate

Fall 2024, Winter 2025, Spring 2025
Completed a 120-hour certificate program organized by the Searle Center for Advancing Learning and Teaching

IEMS PhD Bootcamp: Python and MATLAB Foundations

Instructor
September 2022

Study Sessions, California Polytechnic University

Senior Study Session Leader
September 2017 - June 2019
Led weekly study sessions for introductory math and physics courses

Mentorship

PhD Research Lead, SONIC Lab

Sept. 2022 - Present

- Mentored N. Qian on research capturing outcomes from a predictive team performance dashboard and related activities, presenting a poster at the 2025

	NASA Human Research Program's Investigator's Workshop, with collaborators S. Bell, L. DeChurch, and N. Contractor	
	<ul style="list-style-type: none"> Mentored A. Rahim and G. Osimi on research utilizing semantic hypergraphs to study team dynamics in space crews, who received an award for their poster at the 2024 Northwestern Undergraduate Research and Arts Expo, with collaborator N. Contractor Mentored M. Shah on research using Bidirectional Encoder Representations from Transformers (BERT) to classify multiteam system dialogs, presenting a poster at the 2023 Organizational Communication Mini Conference, with collaborators H. Youn and N. Contractor Mentored E. Zhou on research focused on configurable drivers of team performance in multiteam systems, with her submission accepted to the 2024 NetSci conference, with collaborators L. DeChurch and N. Contractor 	
	Mentor , Harvard OpenBio Summer Research Institute	Jun. 2024 - Aug. 2024
	<ul style="list-style-type: none"> Mentored a high school student, I. Efobi, for an 8-week program, guiding her through the process of performing a literature review on a topic of her choice Out of 70 total submissions, I. Efobi's work placed in the top 5 literature reviews, with her full paper "Racial Disparities and Medicine: A Never-Ending Cycle" accepted for publication in the <i>Young Researcher</i> 	
Professional Development	ISyE-MS&E-IOE Rising Stars Workshop , Georgia Tech	May 2025
	From Cells to Societies , Santa Fe Institute	Jun. 2023
	Teams Research Incubator , University of Miami	Mar. 2023
	NextProf Pathfinder , University of Michigan & UCSD	Oct. 2021
Honors	California Polytechnic University	
	• President's List	2017 - 2019
	• Outstanding Student Award College of Engineering	2019
Affiliations	Academic & Professional Organizations	
	• Science of Networks in Communities (SONIC)	Sep. 2021 - Present
	• Academy of Management, CTO and OB	Mar. 2023 - Present
	• NU INFORMS Student Chapter, <i>President</i>	Jul. 2022 - Aug. 2024
	• Systems Optimization Club, <i>Financial Chair</i>	Sep. 2016 - Jun. 2018
	• Society of Women Engineers	Sep. 2016 - Jun. 2019
	Community & Cultural Involvement	
	• Protiviti Green Team, <i>National Office Sustainability Lead</i>	Jan. 2020 - Aug. 2021
	• Chinese Student Association, <i>Lion Dance Team</i>	Sep. 2016 - Jun. 2019
Professional	Technology Consultant , Protiviti	Jul. 2019 - Aug. 2021
	<ul style="list-style-type: none"> Analyzed procurement data for a Workday Supply Chain Management software implementation at a large healthcare company Visualized key purchasing, invoicing, and receiving metrics with Microsoft Power BI to inform significant conversion decisions 	

References

Prof. Noshir Contractor

Jane S. & William J. White Professor of Behavioral Sciences
McCormick School of Engineering, School of Communication, Kellogg School of
Management, Northwestern University

Email: nosh@northwestern.edu

(Dissertation Chair and advisor)

Prof. Leslie DeChurch

Sheikh Hamad Bin Khalifa Al Thani Chair and Professor
School of Communication, Northwestern University

Email: dechurch@northwestern.edu

(Dissertation Committee Member and advisor)

Prof. Dorothy Carter

Associate Professor

Eli Broad College of Business, Michigan State University

Email: dcarter3@msu.edu

(Dissertation Committee Member and collaborator)