dishopch@msu.edu 651 792 5615 Citizenship: U.S. Citizen

Citizenship: U.S. Citizen Security Clearance: Secret

Christopher R. Dishop

EXPERIENCE

2021 – Present

Consortium of Universities of the Washington Metropolitan Area

Research Fellow, Army Research Institute for the Behavioral and Social Sciences

- Developed research plans addressing military effectiveness, data science, and selection
- Worked collaboratively with other scientists on empirical investigations
- Executed programs using advanced statistics and computing
- Wrote executive summaries documenting study findings
- Communicated results to stakeholders via data visualizations and oral presentations

Project Management

Modeling and Testing Team Climate and Consensus – Project Lead Simulating System Dynamics in Military Research – Project Lead

2016 - 2021

Michigan State University

Graduate Research Assistant, Department of Psychology

- Conducted organizational psychology research on performance and statistical modeling
- Published 8 articles in methodological and peer-reviewed scientific outlets
- Presented 11 studies at local and national conferences
- Mentored 6 undergraduate research projects
- Collaborated with researchers in engineering, computer science, and mathematics
- Led 6 data collections
- Developed and validated 3 workforce surveys

Project Management

Leadership and Employee Effectiveness – Project Lead

Multi-Level and Dynamic Statistical Modeling Best Practices – Project Lead

Employee Cooperation and Collective Performance – Project Lead

Radar Operations Feedback and Efficacy – Project Lead

Dyadic Communication in Online Video Games – Project Lead

Test Development of Construction Crew Network Knowledge – Project Member

NASA Team Simulations in Isolated and Confined Environments – Project Member

Mental Health Provider Effectiveness and Turnover – Project Member

EDUCATION

Ph.D., Organizational Psychology, Michigan State University M.A., Organizational Psychology, Michigan State University B.A., Behavioral Neuroscience, University of San Diego

December, 2020 September, 2019 May, 2016

RESEARCH & STATISTICAL EXPERTISE

Coding Languages: R, Julia, Markdown.

Psychometrics: Item Development, Test Validation, Validity, Item Response Theory,

Measurement Equivalence, Reliability, Clustering.

Data Management: Data Wrangling, Cleaning, Visualization.

Statistical Computing: Dynamic Panel, Multi-Level, and Computational Modeling, Analysis

of Variance, Factor Analysis, Structural Equations Modeling, Growth Modeling, Mixed-Effects Models, Regression, Logistic Regression, Linear Discriminant Analysis, k-Nearest Neighbors, Random Forest

Classification, Principle Components Analysis.

Study Design: Experimental Design, Field Interventions, Survey Methodology.

Content Expertise: Organizational Psychology, Personnel Selection, Organizational

Behavior, Human Capital, Organizational Effectiveness.

SELECT PEER-REVIEWED SCHOLARSHIP

Dishop, C. R. & DeShon, R. P. (2021). A tutorial on Bollen and Brand's technique to modeling dynamics while attending to dynamic panel bias. *Psychological Methods*.

- Dishop, C. R. & DeShon, R. P. (2020). What is the critical mass of help? A potential resolution to a paradox on citizenship and organizational performance. *Computational & Mathematical Organization Theory*.
- Dishop, C. R., Braun, M. T., Kuljanin, G. & DeShon, R. P. (2020). Thinking longitudinal: A framework for scientific inferences with temporal data. In Y. Griep, S. D. Hansen, T. Vantilborgh & J. Hoffmans (Eds.), *Handbook of temporal dynamic organizational behavior*. Edward Elgar Publishing.
- Dishop, C. R., Green, A. E., Torres, E. M. & Aarons, G. A. (2019). Predicting turnover: The moderating effect of functional climates on emotional exhaustion and work attitudes. *Community Mental Health Journal*.
- Dishop, C. R., Olenick, J., Misisco, A., Chang, C.-H. & Kozlowski, S. W. J. (2019). Issues when combining different data sources. Symposium presentation at the *Society for Industrial and Organizational Psychology*, National Harbor, MD.
- Dishop, C. R., Olenick, J., Webb, J., Kozlowski, S. W. J., Chang, C.-H. & Perry, S. (2018). Algorithm validation in the application of sensor data to team processes. Poster presentation at the *NASA Human Research Program Investigators' Workshop*, Galveston, TX.