

Curriculum Vitae

CONTACT INFORMATION

Justin A. DeSimone
(205) 348-5480
jadesimone@ua.edu

3001 Hewson Hall
Box 870225
Tuscaloosa, AL 35487

PUBLICATIONS

- Bowling, N. A., Huang, J. L., & DeSimone, J. A. (2025). *Insufficient effort responding to psychological assessments: Practical advice for combating a serious threat to data quality* [White paper]. Society for Industrial and Organizational Psychology.
<https://www.siop.org/resource/insufficient-effort-responding-to-psychological-assessments-practical-advice-for-combatting-a-serious-threat-to-data-quality/>
- Banks, G. C., Ramussen, L. M., Tonidandel, S., Pollack, J. M., Hausfeld, M. M., Williams, C., Albritton, B. H., Allen, J. A., Bastardo, N., Batchelor, J. H., Bennett, A. A., Briker, R., Castille, C. M., De Jong, B. A., Demeter, E., DeSimone, J. A., Gonzalez-Brambila, C. N., Field, J. G., Figueroa-Armijos, M., ..., & Yang, T. (2025) Women's and men's authorship experiences: A prospective meta-analysis. *Journal of Management*, 51, 1273-1287.
- Baxley, A. D., DeSimone, J. A., Svyantek, D. J., & Noll, K. (2024). A conditional reasoning test for risk and incident propensity: Development and validation. *Journal of Applied Psychology*, 109, 1159-1177.
This paper received the Editor's Choice commendation for the August 2024 issue of the *Journal of Applied Psychology*.
- Lester, P., Harms, P. D., & DeSimone, J. A. (2024). Taken to the extreme: Transformational leadership, psychological capital, and follower health outcomes in extreme contexts. *Military Psychology*, 36, 137-147.
- Olson, A. M., DeSimone, J. A., Mills, M. J., Ford, M. T., & Butler, S. (2024). A tale of two antiworks. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 17, 79-84.
- DeSimone, J. A., & Fezzey, T. (2023). Is it also time to revisit situational specificity? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 317-321.
- DeSimone, J. A., Schoen, J. L., & Köhler, T. (2023). Reliability. In L. R. Ford & T. A. Scandura (Eds.), *The SAGE handbook of scale development and application* (pp. 185-198). London, Sage.

- Bowling, N. A., Gibson, A. M., & DeSimone, J. A. (2022). Stop with the questions already! Does data quality suffer for scales positioned near the end of a lengthy questionnaire? *Journal of Business and Psychology*, 37, 1099-1116.
- Landay, K. M., DeSimone, J. A., & Harms, P. D. (2022). A psychometric investigation of harmonious and obsessive work passion. *Journal of Organizational Behavior*, 43, 1535-1561.
- DeSimone, J. A., Brannick, M. T., O'Boyle, E. H., & Ryu, J. W. (2021). Recommendations for Reviewing Meta-Analyses in Organizational Research. *Organizational Research Methods*, 24, 694-717.
- Huang, J. L., & DeSimone, J. A. (2021). Insufficient effort responding as a potential confound in survey measures and objective tests. *Journal of Business and Psychology*, 36, 807-828.
- Schoen, J. L., DeSimone, J. A., Meyer, R. D., Schnure, K. A., & LeBreton, J. M. (2021). Identifying, defining, and measuring justification mechanisms: The implicit biases underlying individual differences. *Journal of Management*, 47, 716-744.
- Köhler, T., DeSimone, J. A., & Schoen, J. L. (2020). Prestige does not equal quality: Lack of research quality in high-prestige journals. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 321-327.
- DeSimone, J. A., Davison, H. K., Schoen, J. L., & Bing, M. N. (2020). Insufficient effort responding as a meaningful construct and a partial function of latent aggression. *Organizational Research Methods*, 23, 154-180.
- ***A conference version of this paper received the 2017 Sage Publications/RMD Best Conference Paper Award***
- DeSimone, J. A., Köhler, T., & Schoen, J. L. (2019). If it were only that easy: The use of meta-analytic research by organizational scholars. *Organizational Research Methods*, 22, 867-891.
- ***This paper was the runner-up for the 2019 Organizational Research Methods Best Paper Award***
- Harms, P. D., Wood, D., & DeSimone, J. A. (2019). Just because it's dark doesn't mean that we can't go there. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 206-210.
- Kerry, M. J., & DeSimone, J. A. (2019). Learning organizational ambidexterity: A joint-variance synthesis of exploration-exploitation modes on performance. *The Learning Organization*, 26, 352-380.

- Harms, P. D., Credé, M., & DeSimone, J. A. (2018). The last line of defense: Corrigenda and retractions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 61-65.
- DeSimone, J. A., DeSimone, A. J., Harms, P. D., & Wood, D. (2018). The differential impacts of two forms of insufficient effort responding. *Applied Psychology: An International Review*, 67, 309-338.
- DeSimone, J. A., & Harms, P. D. (2018). Dirty data: The effects of screening respondents who provide low-quality data in survey research. *Journal of Business and Psychology*, 33, 559-577.
- ***This paper received a 2018 Editor Commendation at the *Journal of Business and Psychology* ***
- DeSimone, J. A. & LeBreton, J. M. (2018). Attenuation, Correction for. In B. B. Frey (Ed.), *The SAGE encyclopedia of educational research, measurement and evaluation* (pp. 138-139). Thousand Oaks, CA: Sage.
- DeSimone, J. A. (2017). Ambition. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed., pp. 45-46). Thousand Oaks, CA: Sage.
- DeSimone, J. A., Harms, P. D., Vanhove, A. J., & Herian, M. N. (2017). Development and validation of the Five-by-five Resilience Scale. *Assessment*, 24, 778-797.
- Wood, D., Harms, P. D., Lowman, G. H., & DeSimone, J. A. (2017). Response speed and response consistency as mutually validating data screens in online samples. *Social Psychological and Personality Science*, 8, 454-464.
- DeSimone, J. A. (2016). Exemplary exercises for entrepreneurship education. *Management Teaching Review*, 1, 170-175.
- DeSimone, J. A. (2016). What else are we missing? Additional issues associated with sample misrepresentation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 129-137.
- Vanhove, A. J., Harms, P. D., & DeSimone, J. A. (2016). The Abbreviated Character Strengths Test (ACST): A preliminary assessment of test validity. *Journal of Personality Assessment*, 98, 536-544.
- DeSimone, J. A. (2015). New techniques for evaluating temporal consistency. *Organizational Research Methods*, 18, 133-152.

DeSimone, J. A., Harms, P. D., & DeSimone, A. J. (2015). Best practice recommendations for data screening. *Journal of Organizational Behavior*, 36, 171-181.

This paper received the Robert McDonald Advancement of Organizational Research Methodology Award

DeSimone, J. A. & James, L. R. (2015). An analysis of the item characteristics of the Conditional Reasoning Test of Aggression. *Journal of Applied Psychology*, 100, 1872-1886.

Geimer, J. L., Leach, D. J., DeSimone, J. A., Rogelberg, S. G., & Warr, P. B. (2015). Meetings at work: Perceived effectiveness and recommended improvements. *Journal of Business Research*, 68, 2015-2026.

Harms, P. D. & DeSimone, J. A. (2015). Caution! Mturk workers ahead – fines doubled. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 183-190.

DeSimone, J. A. (2014). When it's incorrect to correct: A brief history and cautionary note. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 527-531.

DeSimone, J. A. (2014). Will exploring the darkness prove enlightening? Five questions about the “Maladaptive Big Five.” *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 126-130.

James, L. R., LeBreton, J. M., Mitchell, T. R., Smith, D. R., DeSimone, J. A., Cookson, R., & Lee, H. J. (2013). Use of conditional reasoning to measure the power motive. In R. Landis & J. M. Cortina (Eds.), *Modern research methods for the study of behavior in organizations* (pp. 233-263). San Francisco: Jossey-Bass.

Schoen, J. L., DeSimone, J. A., James, L. R. (2011). Exploring joint variance between independent variables and a criterion: Meaning, effect, and size. *Organizational Research Methods*, 14, 674-695.

PUBLICATIONS UNDER REVIEW

DeSimone, J. A. (Under Review). Zeroing in: When and Why to Center Predictors in Polynomial Regression and Moderated Multiple Regression. *Group & Organization Management*.

DeSimone, J. A. (Under Review). A Psychometric Perspective on Single-item Measures. *Human Resource Management Journal*.

Zuo, L., Harms, P. D., Xing, C., DeSimone, J. A., & Tay, L. (Revise and Resubmit). A systematic review of 2010-2019 MLM reporting in AMJ and JAP: Application trends, reporting qualities, and best practices. *Organizational Research Methods*.

ARTICLES IN PREPARATION

DeSimone, J. A. (In Preparation). Collinearity analysis: Combining predictors to improve regression-based analyses. Intended journal: *Academy of Management Journal*.

DeSimone, J. A. (In Preparation). New indices for evaluating multicollinearity. Intended journal: *Organizational Research Methods*.

DeSimone, J. A., & Sawhney, G. (In Preparation). Careless responding in surveys: Practical and actionable recommendations. Intended journal: *Journal of Business and Psychology*.

DeSimone, J. A., & Sawhney, G. (In Preparation). Why do applicants lie on resumes? Exploring the nomological network of applicant dishonesty. Intended journal: *Human Resource Management Journal*.

DeSimone, J. A., Harms, P. D., & Lowman, G. H. (In Preparation). Aren't you tired of hearing about survey fatigue? Intended journal: *Journal of Organizational Behavior*.

DeSimone, J. A., & Schoen, J. L. (In Preparation). Best practices for assessing the relative importance of predictors in multiple regression. Intended journal: *Journal of Management*.

DeSimone, J. A., & Schoen, J. L. (In Preparation). Moderation effects not detectable by meta-analytic techniques. Intended journal: *Journal of Management*.

Hanna, A., DeSimone, J. A., Albritton, B., Bliese, P., Landers, R., Marshall, J., & O'Boyle, E. (In Preparation). Artificial intelligence as a research tool: Expert perspectives and considerations for management research. Intended journal: *Journal of Management*.

Landay, K., Smith, R. W., DeSimone, J. A., & Harms, P. D. (In Preparation). Can you feel it? How and when leader passion impacts follower performance. Intended journal: *Journal of Applied Psychology*.

PRESENTATIONS

DeSimone, J. A. (2025). *More Than You Ever Wanted to Know About Multicollinearity*. Presentation to be delivered at the 24th meeting of the Southern Management Association. Greenville, SC.

Irwin, K. C., DeSimone, J. A., Hanna, A., Kelley, J., Osias, D., O'Toole, J., & Waddington, J. (2025).

DeSimone, J. A. (2025). Recommendations for discouraging, identifying, and removing dirty data in survey research. Discussant for a presentation. Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.

DeSimone, J. A., Rönkkö, M., & Wulff, J. N. (2025). AI and the future of organizational research. Panelist for a new doctoral student workshop. Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.

Creed, V., & Robison Pickering, J. M. (2025). *Crafting Compelling Methods Contributions: From the Editors of Organizational Research Methods*. Panelist for a symposium to be presented at the 85th annual meeting of the Academy of Management. Copenhagen, Denmark.

Schoen, J. L., Tschauko, T., & DeSimone, J. A. (2025). *And How Exactly Are You Measuring That?* Discussant for a symposium to be presented at the 85th annual meeting of the Academy of Management. Copenhagen, Denmark.

DeSimone, J. A. (2025). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.

DeSimone, J. A. (2025). *Mastering Multicollinearity and Multiple Regression*. Research workshop presented at the University of Sydney, Sydney. Australia.

DeSimone, J. A. (2025). *Advanced Data Analysis with R*. 2.5-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Hosted by the University of South Australia. Adelaide, Australia.

DeSimone, J. A. (2025). *More Than You Ever Wanted to Know About Multicollinearity*. Research workshop presented at the University of Melbourne. Melbourne, Australia.

Köhler, T., Lambert, L. S., Creed, V., Pickering, J. R., Cortina, J. M., DeSimone, J. A., Krasikova, D. V., Stanton, J. M., Sturman, M. C., Tonidandel, S., & Williams, L. J. (2025). *Shaping Research and Practice: Emerging Methodological Trends & Challenges*. Panelist for a symposium presented at the 40th annual convention of the Society for Industrial and Organizational Psychology. Denver, CO.

- Ramsey, C. M, Amey, R. C., & DeSimone, J. A. (2025). *New Advances in Research on the Assessment and Effects of Careless Responding*. Discussant for a symposium presented at the 40th annual convention of the Society for Industrial and Organizational Psychology. Denver, CO.
- Sawhney, G., Bijlani, A. & DeSimone, J. A. (2025). *Are existing bot-detection techniques sufficient: An exploration with real bots*. Poster presented at the 40th annual convention of the Society for Industrial and Organizational Psychology. Denver, CO.
- DeSimone, J. A. (2025). *More Than You Ever Wanted to Know About Multicollinearity*. Research workshop presented at Oklahoma State University. Stillwater, OK.
- DeSimone, J. A. (2025). *How AI Changes Teaching and Research, and How it Doesn't*. Research workshop presented at Tennessee Tech University. Cookeville, TN.
- DeSimone, J. A. (2025). *Multicollinearity*. Research workshop presented at the University of South Carolina. Columbia, SC.
- DeSimone, J. A. (2025). *Methods & reporting for latent variable interaction models*. Workshop presented at the 10th annual meeting of the Indian Academy of Management. Kolkata, WB, India.
- Kundu, S., Newburry, W., Rose, E., Athreye, S., Budhwar, P., Bird, A. W., Pereira, V., & DeSimone, J. A. (2025). *Meet the editor*. Presenter for a panel discussion at the 10th annual meeting of the Indian Academy of Management. Kolkata, WB, India.
- Yihiaoui, D., & DeSimone, J. A. (2025). *OB-HR and general management*. Presenter for a doctoral colloquium at the 10th annual meeting of the Indian Academy of Management. Kolkata, WB, India.
- DeSimone, J. A. (2024). *Moderation*. Panelist for an Ask the Experts symposium on the topic of Measurement and Analysis presented through the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- Olson, A., DeSimone, J. A., Gottfredson, R., Rönkkö, M., Simmering, M., & Zhang, B. (2024). *Precision in Data Preparation: Navigating Methodologies & Statistical Practices for Robust Analysis*. Panelist for a symposium presented at the 84th annual meeting of the Academy of Management. Chicago, IL.
- DeSimone, J. A. (2024). *Advanced Data Analysis with R*. 2.5-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.

- Schurer Lambert, L., Pickering, J. R., & Creed, V. (2024). *Breaking the Fourth Wall: Disentangling the Developmental Process Behind Methods Contributions*. Panelist for a symposium presented at the 39th annual convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- DeSimone, J. A., Howard, M., & Sabol, M. (2023). *Creating Data Sets for Instruction: Examples with ChatGPT, JASP, and Jamovi*. Presentation delivered via webcast for the Research Methods Faculty Network of the Consortium for the Advancement of Research Methods and Analysis (CARMA).
- DeSimone, J. A. (2023). *Preparing Data for Analysis*. Presentation delivered at the 21st meeting of the Southern Management Association. St. Pete Beach, FL.
- Robison Pickering, J. M., Scandura, T. A., & Lambert, L. S. (2023). *Ask the Experts: SAGE Handbook of Survey Development & Application*. Panelist for a professional development workshop delivered at the 21st meeting of the Southern Management Association. St. Pete Beach, FL.
- Fezzey, T. N. A., Harms, P., & DeSimone, J. A. (2023). *Development and Validation of the Brief Competitiveness Inventory*. Poster presented at the UA Business Analytics Symposium Student Research Poster Competition, Tuscaloosa, AL.
- Fezzey, T. N. A., Harms, P., & DeSimone, J. A. (2023). *Development and Validation of the Brief Competitiveness Inventory*. Paper presented at the 83rd annual meeting of the Academy of Management, Boston, MA.
- Gray, T., Zablinksi, A. M., & Lambert, L. (2023). *Ask the Experts: SAGE Handbook of Survey Development & Application*. Panelist for a professional development workshop delivered at the 83rd annual convention of the Academy of Management. Boston, MA.
- Hanna, A. A. (2023). *We Need to Chat: Discussing the Ramifications of ChatGPT for Methodological Research*. Panelist for a symposium presented at the 83rd meeting of the Academy of Management. Boston, MA.
- Robison Pickering, J. M. (2023). *Twenty-Five Years at Organizational Research Methods: The Past, Present, and Future*. Panelist for a symposium presented at the 83rd meeting of the Academy of Management. Boston, MA.
- DeSimone, J. A. (2023). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- Brady, L., Harms, P. D., DeSimone, J. A., & Lester, P. (2023). *Military Leader Tolerance for Sexual Harassment in Predicting Survivor Outcomes*. Poster presented at the 38th annual convention of the Society for Industrial and Organizational Psychology. Boston, MA.

- DeSimone, J. A. (2023). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- DeSimone, J. A. (2022). *Demystifying Test Reliability*. Presentation delivered at the 21st meeting of the Southern Management Association. Little Rock, AK.
- DeSimone, J. A. (2022). *Careless Responding: Overview, Problems, and Forms*. Presentation delivered for the Infocitex Pub Club Webcast Series. Presented virtually.
- Gray, T., Zablinksi, A. M., & Lambert, L. S. (2022). *The Challenges of Scale Development*. Discussant for a symposium presented at the 82nd meeting of the Academy of Management. Seattle, WA.
- Robison, J. M. (2022). *How to Write a Methodological Contribution: From the Editors of Organizational Research Methods*. Panelist for a symposium presented at the 82nd meeting of the Academy of Management. Seattle, WA.
- DeSimone, J. A. (2022). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- Lambert, L. S., DeSimone, J. A., & Krasikova, D. V. (2022). *Measurement/Statistical Analyses*. Panelist for a Virtual Poster Topic Networking Event held at the 37th annual convention of the Society for Industrial and Organizational Psychology. Hosted virtually.
- Marbut, A. R. & DeSimone, J. A. (2022). *Heuristics or Empirics? Utility of the IRV Index in Identifying Insufficient Effort Responding*. Paper presented at the 37th annual convention of the Society for Industrial and Organizational Psychology. Seattle, WA.
- Meade, A. W., Curran, P. G., DeSimone, J. A., & Huang, J. L. (2022). *Insufficient Effort Responding*. Panelist for a Consortium for the Advancement of Research Methods and Analysis (CARMA) Topic Interest Group panel on Research, Design, and Measurement. Presented Virtually.
- DeSimone, J. A. (2022). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- DeSimone, J. A. (2021). *Practical Data Cleaning*. Presentation delivered at the 20th meeting of the Southern Management Association. New Orleans, LA.
- Köhler, T., & Lambert, L. (2021). *Have we grown apart? A Critical Discussion About the Correspondence Between Theory and Methods*. Panelist for a professional development workshop delivered at the 81st annual convention of the Academy of Management. Presented virtually due to COVID-19.

- DeSimone, J. A. (2021). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually.
- Bowling, N. A., Gibson, A. M., & DeSimone, J. A. (2021). *The Effects of Questionnaire Length on Scale Validity*. Poster presented at the 36th annual convention of the Society for Industrial and Organizational Psychology. Presented virtually due to COVID-19.
- DeSimone, J. A. (2020). *Assessing the Relative Importance of Predictors in Multiple Regression Models*. Presentation delivered at the 19th meeting of the Southern Management Association. Presented virtually due to COVID-19.
- Landay, K., Harms, P. D., DeSimone, J. A., Frieder, R. F., & Hochstein, B. W. (2020). *"I'll Know it When I See it:" Defining and Measuring Work Passion*. Presentation delivered at the 19th meeting of the Southern Management Association. Presented virtually due to COVID-19.
- DeSimone, J. A. (2020). *Advanced Data Analysis with R*. 4-day Zoom short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA). Presented virtually due to COVID-19.
- DeSimone, J. A., & Sawhney, G. (2020). *An Exploratory Study of Lying on Resumes*. Paper presented at the 80th meeting of the Academy of Management. Presented virtually due to COVID-19.
- Gupta, V. K., DeSimone, J. A., Marino, L. D., & Boikanyo, A. (2020). *Measurement Invariance Across Men And Women In Entrepreneurship Research: An Illustration Using Corporate Entrepreneurship Assessment Instrument*. Paper presented at the 38th annual Babson College Entrepreneurship Research Conference. Presented virtually due to COVID-19.
- Black, K. J., Brawley Newlin, A. M., Bergman, S., DeSimone, J. A., Doumit, D. J., & Rosopa, P. J. (2020). *Rejecting the Dull: Teaching Students to Know and Love Statistics*. Presentation accepted at the 35th annual convention of the Society for Industrial and Organizational Psychology, Austin, TX. Canceled due to COVID-19.
- Dray, K., Sabat, I. E., Keith, M. G., DeSimone, J. A., Nimon, K., Lindsey, A. P., & Bailey, J. K. (2020). *How Should I/O Psychologists Collect Data via MTurk?: A Discussion*. Expert panel delivered at the 35th annual convention of the Society for Industrial and Organizational Psychology. Presented virtually due to COVID-19.
- Schoen, J. L., Köhler, T., DeSimone, J. A., & Schaefer, J. R. (2020). *Distrust and Verify: Qualities of Measurement Reporting in Organizational Research*. Presentation delivered at the 35th annual convention of the Society for Industrial and Organizational Psychology. Presented virtually due to COVID-19.

- Zuo, L., Lowman, G. H., & DeSimone, J. A. (2020). *The Immediate and Long-term Implications of Inequality on Well-being*. Poster presented at the 35th annual convention of the Society for Industrial and Organizational Psychology. Presented virtually due to COVID-19.
- DeSimone, J. A. (2020, January). *Advanced Data Analysis with R*. 2 ½-day short course taught for the Consortium for the Advancement of Research Methods and Analysis (CARMA), Columbia, SC.
- DeSimone, J. A. (2019). *Data Quality: How and Why Organizational Scholars Should Avoid Dirty Data*. Presentation delivered at the 1st annual Ph.D. Student Day conference, Tuscaloosa, AL.
- DeSimone, J. A. (2019). *Recommendations for Discouraging, Identifying, and Removing Dirty Data in Survey Research*. Presentation delivered via webcast for the Consortium for the Advancement of Research Methods and Analysis (CARMA).
- Irwin, K., Wellbourne, T., & DeSimone, J. A. (2019). *Path to growth: Human capital's role from initial public offering (IPO) to acquisition*. Paper presented at the 39th annual meeting of the Strategic Management Society, Minneapolis, MN.
- ***This paper was a finalist for the Strategic Human Capital Interest Group Best Conference Paper Award***
- DeSimone, J. A., Harms, P. D., & Lowman, G. H. (2019). *Are you tired of hearing about fatigue? The effects of survey response fatigue on data quality*. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- DeSimone, J. A., & Landay, K. M. (2019). *Best practices for identifying careless responding in online samples*. Presentation delivered at the 79th annual meeting of the Academy of Management, Boston, MA.
- O'Boyle, E. H., DeSimone, J. A., & Ryu, J. W. (2019). *Recommendations for reviewers, editors, and authors in systematic reviews and meta-analyses*. Presentation delivered at the 79th annual meeting of the Academy of Management, Boston, MA.
- DeSimone, J. A., & Schoen, J. L. (2019). *Hierarchical Linear Modeling crash course*. Two-day workshop delivered at the University of Mississippi, University, MS.
- O'Boyle, E. H., DeSimone, J. A., Brannick, M. T., & Ryu, J. W. (2019). *Systematic reviews/Meta-analysis*. Presentation delivered via webcast for the Advanced Reviewer Development Panel Series of the Consortium for the Advancement of Research Methods and Analysis (CARMA).
- DeSimone, J. A., Han, H., & Naidoo, J. (2019). *New methodologies for entrepreneurship research*. Round Table Discussion at the 1st annual SEC Entrepreneurship Research Symposium, Tuscaloosa, AL.

- Schoen, J. L., Köhler, T., DeSimone, J. A., & Davison, H. K. (2019). *Distrust and verify: Qualities of perceptual measures and measurement reporting in organizational research*. Paper to be presented at the 34th annual convention of the Society for Industrial and Organizational Psychology, Washington, DC.
- DeSimone, J. A. (2018). *An introduction to Generalizability Theory*. Paper presented at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeSimone, J. A. (2018). *Does "bad data" look different in Conditional Reasoning Tests?* Paper presented at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeSimone, J. A. (2018). *What should we do about alpha II: Alternatives to alpha?* Chaired symposium at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeSimone, J. A., DeSimone, A. J., Harms, P. D., & Wood, D. (2018). *The differential effects of two forms of insufficient effort responding*. Paper presented at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schoen, J. L., & DeSimone, J. A. (2018). *A discussion of three relative importance techniques*. Paper presented at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Su, Q., & DeSimone, J. A. (2018). *Did you check your data? A preliminary quantitative literature review*. Poster presented at the 33rd annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeSimone, J. A., DeSimone, A. J., Harms, P. D., & Wood, D. (2017). *The differential impacts of two forms of insufficient effort responding*. Presentation at the 40th annual meeting of the Society of Southeastern Social Psychologists, Atlantic Beach, FL.
- DeSimone, J. A., Davison, H. K., Schoen, J. L., & Bing, M. N. (2017). *Insufficient effort responding as a meaningful construct and a partial function of latent aggression*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- ***This paper received the 2017 Sage Publications/RMD Best Conference Paper Award***
- DeSimone, J. A., Schoen, J. L., & Köhler, T. (2017). *Are meta-analyses being interpreted correctly?* Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- DeSimone, J. A. (2017). *Why we love to hate alpha: A history and review*. Paper presented at the 32nd annual convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

- DeSimone, J. A., & Harms, P. D. (2017). *What should we do about alpha?* Chaired symposium at the 32nd annual convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- DeSimone, J. A., & Harms, P. D. (2017). *The dirty data dilemma: Does it matter?* Paper presented at the 32nd annual convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lowman, G. H., Wood, D., Harms, P. D., & DeSimone, J. A. (2017). *Evaluating online data quality: Response speed and response consistency*. Poster presented at the 32nd annual convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- DeSimone, J. A. (2016). *Measuring personality with conditional reasoning*. Presentation delivered for the Psychological Assessment London webcast series.
- Behrend et al. (2016). *IGNITE debate: Should we trust or avoid online convenience samples?* Presentation at the 31st annual convention of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- DeSimone, J. A. & Schoen, J. L. (2016). *A psychometric assessment of the Conditional Reasoning Test for Integrity*. Paper presented at the 31st annual convention of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- DeSimone, J. A. & Harms, P. D. (2015). *Detecting dirty data: The prevalence and effect of low-effort responding in survey research*. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC.
- DeSimone, J. A. & Harms, P. D. (2015). *Development and validation of the Five-by-Five Resilience Scale*. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC.
- Schoen, J. L. & DeSimone, J. A. (2015). *The Conditional Reasoning Perspective on personality: Management implications and future directions*. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC.
- DeSimone, J. A. & Harms, P. D. (2015). *Detecting dirty data: The prevalence and effect of low-effort responding in survey research*. Poster presented at the 4th biennial convention of the Association for Research in Personality, St. Louis, MO.
- DeSimone, J. A. & Harms, P. D. (2015). *Development and validation of the Five-by-Five Resilience Scale*. Poster presented at the 4th biennial convention of the Association for Research in Personality, St. Louis, MO.
- DeSimone, J. A., Schoen, J. L., & Cookson, S. (2015). *Moderation effects not detectable by meta-analytic techniques*. Poster presented at the 30th annual convention of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Vanhove, A. J., Herian, M. N., DeSimone, J. A., Harms, P. D., & Luthans, F. (2015). *A meta-analysis of temporal effects on positive and negative indicators of psychosocial health over the duration of isolated, confined, and extreme (ICE) missions*. Poster presented at NASA's Human Research Program Investigator's Workshop: Integrated Pathways to Mars. Galveston, TX.
- Vanhove, A. J., Herian, M. N., Harms, P. D., Luthans, F., & DeSimone, J. A. (2015). *Examining psychosocial well-being and performance in isolated, confined, and extreme (ICE) settings*. Presentation for NASA's Human Research Program Investigator's Workshop: Integrated Pathways to Mars. Galveston, TX.
- DeSimone, J. A. & Harms, P. D. (2014). *Beyond a simple distinction between teleworkers and non-teleworkers*. Paper presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
- Harms, P. D. & DeSimone, J. A. (2014). *Questioning the quality of MTurk data: A data cleaning perspective*. Paper presented at the 29th annual convention of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Harms, P. D., Spain, S. M., & DeSimone, J. A. (2014). *Is it ever good to be bad? Dark personality as a basis for leadership behaviors*. Paper presented at the 29th annual convention of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Vanhove, A. J., Vie, L. L., Herian, M., Harms, P. D., Scheier, L. M., & DeSimone, J. A. (2014). *Validation of the Global Assessment Tool (GAT)*. Poster presented at the 29th annual convention of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- DeSimone, J. A. & James, L. R. (2013). *Analysis of the item characteristics of the Conditional Reasoning Test of Aggression*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.
- DeSimone, J. A., Lee, H. J., & James, L. R. (2012). *Moderated meta-analysis of the Conditional Reasoning Test for Aggression*. Poster presented at the 27th annual convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Schnure, K. & DeSimone, J. A. (2012). *Narcissism, aggression, and achievement motivation: How do they measure up?* Poster presented at the 27th annual convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- DeSimone, J. A. & James, L. R. (2011). *Psychometric properties of the Conditional Reasoning Test for Aggression*. Poster presented at the 119th annual convention of the American Psychological Association, Washington, DC.
- Oliver, J., DeSimone, J. A., McCloy, R. A., & Whetzel, D. L. (2011). *Review of realistic job previews and interest inventories*. Paper presented at the annual conference of the International Personnel Assessment Council (IPAC), Washington, DC.

- DeSimone, J. A. & Cookson, R. L. (2011). *Predicting corrective action procedure requests in nuclear power plant employees*. Poster presented at the 26th annual convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeSimone, J. A. (2010). *Using the Conditional Reasoning Test for Aggression to predict corrective action requests in a sample of nuclear power plant employees*. Poster presented at the Georgia Tech Research and Innovation Conference, Atlanta, GA.
- Kelly, T. L., DeSimone, J. A., Lee, H. J., McNiel, P., & James, L. R. (2010). *Dissociative studies of implicit and explicit measures of aggression*. Poster presented at the 118th Annual Convention of the American Psychological Association, San Diego, CA.
- DeSimone, J. A., Lee, H. K., Ko, E. C., & James, L. R. (2009). *A meta-analysis of the Conditional Reasoning Test for Aggression*. Poster presented at the Georgia Tech Graduate Research Symposium, Atlanta, GA.
- Kelly, T. L., DeSimone, J. A., Lee, H. J., & McNiel, P. (2009). *The differential prediction of implicit and explicit measures of aggression*. Poster presented at the Georgia Tech Graduate Research Symposium, Atlanta, GA.
- Minton, M. & DeSimone, J. A. (2009). *Psychometric properties of the Conditional Reasoning Test for Aggression*. Presentation at the 21st annual convention of the Association for Psychological Science, San Francisco, CA.

TECHNICAL REPORTS

- Vanhove, A. J., Herian, M. N., Harms, P. D., Luthans, F., & DeSimone, J. A. (2014). *Examining psychosocial well-being and performance in isolated, confined, and extreme environments [Client Name: NASA]*. Lincoln, NE: Personnel Development & Hiring.
- DeSimone, J. A. (2014). *Financial DNA® Core Life Motivations Profile (CORELIFE) development and validation of a factor measuring trust [Client Name: DNA Behavior Solutions LLC]*. Atlanta, GA: DNA Behavior Solutions LLC.
- DeSimone, J. A., Massie, H., Scott, R., & Pocklington, C. (2011). *DNA Behavior international communication DNA® Profile (CDNA) [Client name: DNA Behavior Solutions LLC]*. Atlanta, GA: DNA Behavior Solutions LLC.
- DeSimone, J. A., Massie, H., Scott, R., & Pocklington, C. (2010). *DNA Behavior international communication DNA® Profile (CDNA) [Client name: DNA Behavior Solutions LLC]*. Atlanta, GA: DNA Behavior Solutions LLC.
- DeSimone, J. A., Waugh, G., Geimer, J., Khanna, C. (2010). *Job analysis report [Client name: US Marshals Service] (FR-10-42)*. Alexandria, VA: Human Resources Research Organization.
- Geimer, J.L., Hardoin, M.M., Khanna, C., DeSimone, J.A., Adeniyi, M., & Koch, A. (2010). *Development of a writing skills test for the 2010 U.S. Marshals Service criminal investigator merit promotion exam: Final report (FR-10-48)*. Alexandria, VA: Human Resources Research Organization.
- Oliver, J., Whetzel, D. L., McCloy, R. A., DeSimone, J. A. (2010). *Air Force realistic job preview/job exploration feasibility analysis (FR-10-49)*. Alexandria, VA: Human Resources Research Organization.
- Thibodeaux, C., Geimer, J., & DeSimone, J.A. (2010). *Development and validation of a structured panel interview for entry-level selection [client name and job title are protected by non-disclosure agreement]*. Alexandria, VA: Human Resources Research Organization.
- DeSimone, J. A., Ellis, L., Massie, H., & Pockington, C. (2009). *Financial DNA® Core Life motivations profile (CORELIFE) [Client name: DNA Behavior Solutions LLC]*. Atlanta, GA: DNA Behavior Solutions LLC.

TEACHING EXPERIENCE (Updated through Fall, 2025)

<i>University of Alabama</i>	Sections Taught
Instructor for “Competitive Strategy” [MBA Level]	8
Instructor for “Effective Negotiations”	10
Instructor for “Introduction to Human Resource Management”	18
Instructor for “Organizational Theory and Behavior” (Principles of Management)	2
Instructor for “Research Methods II: Data Analysis” [Ph.D. level]	9
<i>University of Cincinnati</i>	Sections Taught
Instructor for “Organizational Assessment and Evaluation”	1
Instructor for “Social and Personality Psychology Across the Lifespan” (with co-instructor Rachel Kallen) [Ph.D. level]	1
<i>University of Nebraska-Lincoln (College of Business Administration)</i>	Sections Taught
Instructor for “Applied Organizational Behavior” [MBA level]	1
Instructor for “Entrepreneurship and Innovation in Organizations”	3
Instructor for “Leadership, Communication, and Teams”	2
Instructor for “Research Methods” (with co-instructors Peter Harms and Adam Vanhove) [Ph.D. level]	1
<i>The Georgia Institute of Technology (College of Arts and Sciences)</i>	Sections Taught
Instructor for “General Psychology”	2
Instructor for “Management Statistics”	4
Laboratory Instructor for “Psychological Research Methods”	1
Instructor for “Psychological Statistics”	3

PROFESSIONAL SERVICE

Representative-at-Large for the Research Methods Division of the Academy of Management	2025 to 2028
Associate Editor for CARMA Short Courses (Consortium for the Advancement of Research Methods and Analysis)	2022 to present
Member of the CARMA 25 Advisory Board (Consortium for the Advancement of Research Methods and Analysis)	2021 to 2025
Associate Editor for Organizational Research Methods	2021 to present
Editorial Review Board member the Journal of Business and Psychology	2021 to present
Member of the Research Methods Division Awards Committee	2021
Editorial Review Board member the Journal of Management	2020 to present
Editorial Review Board member for Organizational Research Methods	2019 to 2021
Associate Editor for the Journal of Organizational Behavior	2019 to 2023
Web Associate for the Research Methods Division of the Academy of Management	2018 to present
Editorial Review Board member for the Journal of Organizational Behavior	2017 to 2019

Ad hoc reviewer for the following journals:

Ongoing

Applied Psychology: An International Review
Assessment
Basic and Applied Social Psychology
Behavioral Research Methods
Canadian Journal of Behavioural Science
Educational Research and Reviews
Human Performance
Journal of Applied Psychology
Journal of Applied Research in Higher Education
Journal of Experimental Social Psychology
Journal of Managerial Psychology
Leadership Quarterly
Management Teaching Review
Organization
Organization Science
Patient Preference and Adherence
PeerJ
Public Library of Science One
Social Sciences
South Asian Journal of Business Studies
Stats
Stress and Health

UNIVERSITY SERVICE

University of Alabama

Member of a selection committee tasked with hiring an assistant professor (department level)	2024
Chair of the Research Committee (department level)	2021 to present
Representative and coordinator for CARMA membership (university level)	2019 to present
Organizer of monthly informal discussions between graduate students and junior faculty	2019 to 2021
Member of the Journal Petition Review Committee (department level)	2019
Member of a selection committee tasked with awarding the 2017 Kaye A. Myhan Endowed HR Scholarship (department level, 5 times)	2018 to 2023
Member of a selection committee tasked with awarding the 2017 Minnie Miles HRM Endowed Scholarship (department level, 6 times)	2018 to 2023
Organizer of a visiting professorship from Nathan Bowling (college level)	2018
Member of a selection committee tasked with hiring two associate professors (department level)	2016 to 2017

University of Cincinnati

Organized an I/O-OB-HR symposium series with bimonthly speakers from multiple disciplines (departmental level)	2016
Member of an Administrative Review Committee (departmental level)	2015 to 2016
Advisor for undergraduate students in the organizational leadership capstone (department level)	2016

University of Nebraska-Lincoln

Advisor for the ENACTUS (entrepreneurship) student organization (department level)	2014
Reviewer for the UCARE undergraduate research program (university level)	2013 to 2014

AWARDS AND HONORS

Editor's Choice Commendation	2024
Received for Baxley, A. D., DeSimone, J. A., Svyantek, D. J., & Noll, K. (2024). A conditional reasoning test for risk and incident propensity: Development and validation. <i>Journal of Applied Psychology</i> , 109, 1159-1177.	
Journal of Business and Psychology Best Reviewer Award	2022
Received for outstanding service to the Journal of Business and Psychology in the area of peer review for a calendar year.	
Southern Management Association Best Reviewer Award (twice)	2022 2021
Received for outstanding service to the Southern Management Association in the area of peer review for the annual meeting.	
Robert McDonald Advancement of Organizational Research Methodology Award	2021
Received for DeSimone, J. A., Harms, P. D., & DeSimone, A. J. (2015). Best practice recommendations for data screening. <i>Journal of Organizational Behavior</i> , 36, 171-181.	
Runner-up for the <i>Organizational Research Methods</i> Best Paper Award	2020
Received for DeSimone, J. A., Köhler, T., & Schoen, J. L. (2019). If it were only that easy: The use of meta-analytic research by organizational scholars. <i>Organizational Research Methods</i> , 22, 867-891.	
Journal of Organizational Behavior Best Reviewer Award (twice)	2019 2018
Received for outstanding service to the Journal of Organizational Behavior in the area of peer review for a calendar year.	
Editor Commendation	2019
Received for DeSimone, J. A., & Harms, P. D. (2018). Dirty data: The effects of screening respondents who provide low-quality data in survey research. <i>Journal of Business and Psychology</i> , 33, 559-577.	

Received for DeSimone, J. A., Davison, H. K., Schoen, J. L., & Bing, M. N. (2017). Insufficient effort responding as a meaningful construct and a partial function of latent aggression. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

PROFESSIONAL EXPERIENCE

Associate Professor and Cooper Endowed Faculty Excellence Fellow 2021 to present

School: University of Alabama
Department of Management

Assistant Professor 2016 to 2021

School: University of Alabama
Department of Management

Assistant Professor 2015 to 2016

School: University of Cincinnati
Department of Organizational Leadership and Human Resources

Post-Doctoral Research Associate 2013 to 2015

School: University of Nebraska-Lincoln
Department of Management

Consultant 2013 to 2015

Company: Personnel Development & Hiring

Duties: Data analysis, test development, psychometric evaluation of various measures of personality, attitudes, and affect

Intern 2010

Company: Human Resources Research Organization, Alexandria, VA

Duties: Job analysis, certification test item review, facilitation of item-writing workshops, facilitation of KSA identification workshops, selection test design and development, behavior-based interview design and development, literature review, data entry, data analysis (both quantitative and qualitative)

Consultant 2009 to 2012

Company: DNA Behavior Solutions LLC, Atlanta, GA

Duties: Validation of personality measures, statistical analysis including exploratory and confirmatory factor analysis, psychometric analysis of a personality measure

Training and Organizational Development Specialist (Internship)

2006 to 2007

Company: The Coca-Cola Company, Atlanta, GA

Duties: Selection test design and validation, organization of selection and development procedure for hourly employees, design of a rewards and recognition system for hourly employees, strategic planning for departmental long-term focus, development or training materials, design of a departmental documentation system

EDUCATION

The Georgia Institute of Technology

Ph.D. 2012

Dissertation Topic: An analysis of the item characteristics of the Conditional Reasoning Test of Aggression

M.S. 2010

Thesis Topic: Employee powerlessness as a predictor of minor corrective action requests in nuclear power plant employees

Duke University

B.A. 2003

LANGUAGES

English – Native Language

PROFESSIONAL MEMBERSHIPS

Academy of Management
Society for Industrial and Organizational Psychology
Southern Management Association

REFERENCES

Larry Williams
James C. and Marguerite J. Niver Chair
Texas Tech University
(806) 742-3188
Larry.Williams@ttu.edu

Tine Köhler
Associate Professor
University of Melbourne
+61 3 9035 5852
tkoehler@unimelb.edu.au

Paul Bliese
Jeff B. Bates Professor of Management
University of South Carolina
(803) 777-5957
paul.bliese@moore.sc.edu

Additional references available upon request