

# Curriculum Vitae

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## CONTACT INFORMATION

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## PUBLICATIONS

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DeSimone, J. A., Schoen, J. L., & Köhler, T. (in press). Reliability. *SAGE Handbook of Scale Development and Application*.

Lester, P., Harms, P. D., & DeSimone, J. A. (in press). Taken to the Extreme: Transformational Leadership, Psychological Capital, and Follower Health Outcomes in Extreme Contexts. *Military Psychology*.

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\*\*\*

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.

Doerr, A. J., Svyantek, D. J., & DeSimone, J. A. (Revise and Resubmit). A Conditional Reasoning Test for Risk and Incident Propensity: Development and Validation. *Journal of Applied Psychology*.

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*.

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#### ARTICLES IN PREPARATION

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Bowling, N. A., DeSimone, J. A., & Harms, P. D. (In Preparation). Toward more consistent standards for inconsistency indices: Maximizing the validity of a popular measure of careless responding. Intended journal: *Applied Psychology: An International Review*.

DeSimone, J. A. (In Preparation). Careless responding in surveys: Best-practice recommendations and issues to consider. Intended journal: *Journal of Business and Psychology*.

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., Marbut, A., & Heggestad, E. D. (In Preparation). Improving the IRV Index: Distributional characteristics and cutoff considerations. Intended journal: *Journal of Business and Psychology*.

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*.

DeSimone, J. A., Schoen, J. L., & Köhler, T. (In Preparation). The long, slow death of validity generalization. Intended journal: *Journal of Applied Psychology*.

Gupta, V. K., DeSimone, J. A., & Marino, L. D. (In Preparation). Corporate Entrepreneurship Assessment Instrument: Assessing measurement invariance across men and women. Intended journal: *Journal of Business Venturing Insights*.

Schoen, J. L., DeSimone, J. A., & LeBreton, J. M. (In Preparation). Conditional Reasoning as a perspective on personality: Synthesis, future directions, and implications for management. Intended journal: *Academy of Management Review*.

Zuo, L., Lowman, G. H., & DeSimone, J. A. (In Preparation). What doesn't kill you makes you weaker? The immediate and long-term implications of workplace inequality. Intended journal: *Journal of Organizational Behavior*.

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## PRESENTATIONS

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- 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 38<sup>th</sup> 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 21<sup>st</sup> meeting of the Southern Management Association. Little Rock, AK.
- Gray, T., Zablinksi, A. M., & Lambert, L. S. (2022). *The Challenges of Scale Development*. Discussant for a symposium presented at the 82<sup>nd</sup> 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 82<sup>nd</sup> 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 37<sup>th</sup> 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 37<sup>th</sup> 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 20<sup>th</sup> 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 81<sup>st</sup> 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 36<sup>th</sup> 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 19<sup>th</sup> 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 19<sup>th</sup> 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 80<sup>th</sup> 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 38<sup>th</sup> 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 35<sup>th</sup> 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., Nimmon, K., Lindsey, A. P., & Bailey, J. K. (2020). *How Should I/O Psychologists Collect Data via MTurk?: A Discussion*. Expert panel delivered at the 35<sup>th</sup> 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 35<sup>th</sup> 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 35<sup>th</sup> 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 1<sup>st</sup> 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 39<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 1<sup>st</sup> 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 34<sup>th</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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 77<sup>th</sup> 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 77<sup>th</sup> 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 32<sup>nd</sup> 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 32<sup>nd</sup> 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 32<sup>nd</sup> 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 32<sup>nd</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> 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 75<sup>th</sup> 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 75<sup>th</sup> 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 75<sup>th</sup> 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 4<sup>th</sup> 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 4<sup>th</sup> 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 30<sup>th</sup> 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 74<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 121<sup>st</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 119<sup>th</sup> 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 26<sup>th</sup> 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 118<sup>th</sup> 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 21<sup>st</sup> annual convention of the Association for Psychological Science, San Francisco, CA.

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#### TECHNICAL REPORTS

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- 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<sup>®</sup> Core Life Motivations Profile (CORELIFE) development and validation of a factor measuring trust [Client Name: Financial DNA]*. Atlanta, GA: Financial DNA.
- DeSimone, J. A., Massie, H., Scott, R., & Pocklington, C. (2011). *DNA Behavior international communication DNA<sup>®</sup> Profile (CDNA) [Client name: Financial DNA]*. Atlanta, GA: Financial DNA.

- DeSimone, J. A., Massie, H., Scott, R., & Pocklington, C. (2010). *DNA Behavior international communication DNA<sup>®</sup> Profile (CDNA)* [Client name: Financial DNA]. Atlanta, GA: Financial DNA.
- 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<sup>®</sup> Core Life motivations profile (CORELIFE)* [Client name: Financial DNA]. Atlanta, GA: Financial DNA.

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TEACHING EXPERIENCE (Updated through Spring, 2023)

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| <i>University of Alabama</i>   | Sections Taught |
|--|-----------------|
| Instructor for “Competitive Strategy” [MBA Level]                              | 4               |
| Instructor for “Effective Negotiations”  | 6               |
| Instructor for “Introduction to Human Resource Management”                     | 15              |
| Instructor for “Organizational Theory and Behavior” (Principles of Management) | 2               |
| Instructor for “Research Methods II: Data Analysis” [Ph.D. level]              | 7               |
| <i>University of Cincinnati</i>  | Sections Taught |
| Instructor for “Organizational Assessment and Evaluation”                      | 1               |

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|---|---|
| Instructor for “Social and Personality Psychology Across the Lifespan” (with co-instructor Rachel Kallen) [Ph.D. level] | 1 |
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|--|-----------------|
| <i>University of Nebraska-Lincoln (College of Business Administration)</i> | Sections Taught |
|--|-----------------|

|  |   |
|--|---|
| Instructor for “Applied Organizational Behavior” [MBA level] | 1 |
|--|---|

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|---|---|
| Instructor for “Entrepreneurship and Innovation in Organizations” | 3 |
|---|---|

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| 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 |
|--|---|

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| Laboratory Instructor for “Psychological Research Methods” | 1 |
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| Instructor for “Psychological Statistics” | 3 |
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#### PROFESSIONAL SERVICE

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|--|---------------------------|
| Associate Editor for CARMA Short Courses (Consortium for the Advancement of Research Methods and Analysis) | February, 2022 to present |
|--|---------------------------|

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| Member of the CARMA 25 Advisory Board (Consortium for the Advancement of Research Methods and Analysis) | December, 2021 to present |
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| Associate Editor for Organizational Research Methods | November, 2021 to present |
|--|---------------------------|

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|--|----------------------------|
| Editorial Review Board member the Journal of Business and Psychology | September, 2021 to present |
|--|----------------------------|

|   |                       |
|---|-----------------------|
| Editorial Review Board member the Journal of Management | July, 2020 to present |
|---|-----------------------|

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|---|----------------------------------|
| Editorial Review Board member for Organizational Research Methods | November, 2019 to November, 2021 |
|---|----------------------------------|

|   |                          |
|---|--------------------------|
| Associate Editor for the Journal of Organizational Behavior | October, 2019 to present |
|---|--------------------------|

|   |                                  |
|---|----------------------------------|
| Executive Committee member and Web Associate for the Research Methods Division of the Academy of Management   | February, 2018<br>to present     |
| Member of the Research Methods Division Awards Committee  | April, 2021                      |
| Ad hoc reviewer for the following journals:<br>Applied Psychology: An International Review<br>Assessment<br>Basic and Applied Social Psychology<br>Behavioral Research Methods<br>Canadian Journal of Behavioural Science<br>Educational Research and Reviews<br>Human Performance<br>Journal of Applied Psychology<br>Journal of Applied Research in Higher Education<br>Journal of Experimental Social Psychology<br>Journal of Managerial Psychology<br>Management Teaching Review<br>Organization<br>Organization Science<br>Patient Preference and Adherence<br>PeerJ<br>Public Library of Science One<br>Social Sciences<br>South Asian Journal of Business Studies<br>Stats<br>Stress and Health | Ongoing                          |
| Editorial Review Board member for the Journal of Organizational Behavior  | July, 2017<br>to September, 2019 |
| Discussant for “Leading Strategies to Identify and Prevent Careless Responding During Online Surveys” symposium at the 80 <sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC.<br>Canceled due to COVID-19.  | August, 2020                     |
| Chair of “What should we do about alpha II: Alternatives to alpha?” symposium at the 33 <sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.   | April, 2018                      |
| Chair of “What should we do about alpha?” symposium at the 32 <sup>nd</sup> Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.   | April, 2017                      |

Chair of “Using Data: Theory Building, Funding Effects, Careless Responding, and Fraud” paper session at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.

August, 2015

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#### UNIVERSITY SERVICE

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##### *University of Alabama*

Representative and coordinator for Culverhouse’s CARMA membership (college level) Spring, 2019 to present

Organizer of monthly informal discussions between graduate students and junior faculty Spring, 2019 to present

Member of the Journal Petition Review Committee (department level) Spring, 2019

Member of a selection committee tasked with awarding the 2017 Kaye A. Myhan Endowed HR Scholarship (department level) Spring, 2021  
Spring, 2020  
Spring, 2019  
Spring, 2018

Member of a selection committee tasked with awarding the 2017 Minnie Miles HRM Endowed Scholarship (department level) Spring, 2021  
Spring, 2020  
Spring, 2019  
Spring, 2018

Organizer of a visiting professorship from Nathan Bowling (college level) Fall, 2018

Member of a selection committee tasked with hiring two associate professors (department level) Spring, 2017  
Fall, 2016

##### *University of Cincinnati*

Organized an I/O-OB-HR symposium series with bimonthly speakers from multiple disciplines (departmental level) Spring, 2016

Member of an Administrative Review Committee (departmental level) Spring, 2016  
Fall, 2015

Advisor for undergraduate students in the organizational leadership capstone (department level) Fall, 2016  
Spring, 2016

##### *University of Nebraska-Lincoln*

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|---|------------|
| Advisor for the ENACTUS (entrepreneurship) student organization<br>(department level) | Fall, 2014 |
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| Reviewer for the UCARE undergraduate research program (university<br>level) | Spring, 2014<br>Spring, 2013 |
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AWARDS AND HONORS

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|   |      |
|---|------|
| Journal of Business and Psychology Best Reviewer Award 2022 | 2022 |
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Received for outstanding service to the Journal of Business and Psychology in the area of peer review for a calendar year.

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|---|--------------|
| Southern Management Association Best Reviewer Award (twice) | 2022<br>2021 |
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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<br>Methodology Award | 2021 |
|---|------|

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

|  |      |
|--|------|
| Runner-up for the <i>Organizational Research Methods</i> Best Paper<br>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. *Organizational Research Methods*, 22, 867-891.

|  |              |
|--|--------------|
| Journal of Organizational Behavior Best Reviewer Award (twice) | 2019<br>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. *Journal of Business and Psychology*, 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 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

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### PROFESSIONAL EXPERIENCE

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*Assistant Professor*

August, 2016 to  
present

School: University of Alabama  
Department of Management

Duties: Research, teaching, and service

*Assistant Professor*

August, 2015 to  
August, 2016

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

Duties: Research, teaching, and service

*Post-Doctoral Research Associate*

February, 2013 to  
July, 2015

School: University of Nebraska-Lincoln  
College of Business Administration

Duties: Research and teaching

*Consultant*

February, 2013 to  
May, 2015

Company: Personnel Development & Hiring

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

*Intern*

May, 2010 to  
August, 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*

August, 2009 to  
November, 2012

Company: Leadership Freedom, 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)*

May, 2006 to  
August, 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

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EDUCATION

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*The Georgia Institute of Technology*

Ph.D. in Industrial-Organizational Psychology  
Minor in Quantitative Methods

December, 2012

M.S. in Industrial-Organizational Psychology

May, 2010

*Duke University*

B.A. in Psychology  
Dual Concentration in Personality and Developmental

May, 2003

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LANGUAGES

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English – Native Language

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PROFESSIONAL MEMBERSHIPS

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