

Curriculum Vitae

Justin M. Jones, PhD.

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Warrington College of Business

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Education

- 2023 Ph.D. University of Georgia
Doctor of Philosophy
Major: Industrial-Organizational Psychology
Dissertation: A processual model of strategic consensus
- 2018 M.S. Western Kentucky University
Major: Industrial-Organizational Psychology
Thesis: The influence of a proposed margin criterion on the accuracy of parallel analysis in conditions engendering underextraction
- 2015 B.A. Quinnipiac University
Major: Psychology, Industrial-Organizational Concentration
Thesis: A preliminary theoretical investigation: Creating meaningful work to increase engagement, motivation and job satisfaction

Professional Employment

- 2023 **Postdoctoral Research Fellow**, Department of Management, Warrington College of Business, University of Florida
- 2022 **Honorary Senior Research Fellow**, University of Exeter Business School, Exeter, United Kingdom

Research Topics

Computational social science, complex/dynamic systems, quantitative research methodology, team and multiteam system effectiveness (emphasis on cognition)

Honors and Awards

- 2018 **Winner of the Ogden College of Science and Engineering Outstanding Graduate Student Award**, Western Kentucky University
- 2018 **Winner of the Department of Psychological Sciences Outstanding Graduate Student Award**, Western Kentucky University
- 2018 **Winner of the Industrial-Organizational Psychology Outstanding Graduate Student Award**, Western Kentucky University

Publications

Peer-reviewed Publications

2. Carter, D. R., Cullen-Lester, K. L., **Jones, J. M.**, Gerbasi, A., Chrobot-Mason, D., & Nae, E. Y. (2020). Functional leadership in interteam contexts: Understanding 'what' in the context of why? where? when? and who? *The Leadership Quarterly*.
1. Trainer, H. M., **Jones, J. M.**, Pendergraft, J., Maupin, C. K., & Carter, D. R. (2020). Team membership change 'events': A review and reconceptualization. *Group and Organization Management*.

Selected Publications Under Review or in Progress

6. Lester, H., Cullen-Lester, K., **Jones, J. M.**, Carter, D. R., & Walters, R. (under review). Topic: Mixed-effects location scale models for studying teams.
5. Carter, D. R., DeChurch, L. A., Cullen-Lester, K., Maupin, C. K., **Jones, J. M.**, Carter, N. T., Zaccaro, S. J., & Contractor, N. (under review). Topic: motivational drivers of leadership and followership in multiteam systems

Chapters in Edited Volumes

- Carter, D. R., Cullen-Lester, K., Wormington, S., & **Jones, J. M.**, (2022). Informal leadership networks in the upper echelons. In S. Zaccaro, N. Hiller, & R. Klimoski (Eds.) *Senior leadership teams and the agile organization*. Routledge.
- Jones, J. M.**, Carter, D. R., Contractor, N. (2021). A network approach to studying group communication. In S.J. Beck, J. Keyton, & M.S. Poole (Eds.), *The Handbook of Group and Team Communication Research*.
- Jones, J. M.**, Mohan, G., Trainer, H. M., & Carter, D. R. (2020). The changing nature of teams: Recommendations for managing 21st century teamwork. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*.
- Pendergraft, J., Carter, D. R., Trainer, H. M., **Jones, J. M.**, Shuffler, M., Schecter A., DeChurch, L. A. & Contractor, N. S. (2020). Developing a countermeasure toolkit to facilitate spaceflight multiteam system success throughout long-duration exploration missions In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and Human Performance in Space Programs*.

Technical Reports

- Jones, J. M.**, Pearson, R. Q., Schroader, J., & Chang, J. (2017). *Report on the Job Analysis, Key Performance Indicators, and Compensation Factors for the Trainer Technician Position in the Melting Department*. Prepared for Kobe Aluminum Automotive Products, Bowling Green, KY.
- Shoenfelt, E. L., **Jones, J. M.**, Pearson, R. Q., Rettke, A. L., & Schroader, J. C. (2017). *Report on the Content Analysis of Comments by Association for Applied Sport Psychology Members on the Proposed Certification Mark of Certified Mental Performance Consultant (CMPC)*. Prepared for the AASP Certification Council and AASP Interim Certification Council, Indianapolis, IN.
- Shoenfelt, E. L., Martin, E. M., Rowland, A. W., Pearson, R. Q., Cavanaugh, J. M., Rettke, A. L., Bowman, J. S., Diaz, J. M., & **Jones, J. M.** (2017). *Report on Job Analyses, Job Descriptions, and Performance Management Tools for the Staff Positions in the WKU Engineering Department*. Prepared for the WKU Department of Engineering, Dr. Stacy Wilson, Chair.

Shoenfelt, E. L., Pearson, R. Q., Martin, E. M., Cavanaugh, J. M., Rettke, A. L., Bowman, J. S., Rowland, A. W., Diaz, J. M., & **Jones, J. M.** (2016). *Report on the Western Kentucky University Staff Satisfaction Survey 2016*. Western Kentucky University, Bowling Green, KY.

Professional Presentations

Presentations at National and International Conferences

7. **Jones, J. M.**, Lester, H. F., Cullen-Lester, K. L., Carter, D. R., & Walters, R. W. (2020, October). Do our multilevel models match our theories? Advanced multilevel models to represent heterogeneous within-group dependencies. Interdisciplinary Network for Group Research Annual Conference, Seattle, WA, United States.
6. Harris, A. M., **Jones, J. M.**, Carter, D. R., Carter, N. T., & DeChurch, L. A. (2020, April). *Social network analysis approach to personality fit in teams*. In A. M. Harris, J. G. Pendergraft, & N. B. Outland (Co-Chairs), *Research incubator: Methodological challenges in team composition research*. 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX (Cancelled due to Coronavirus).
5. Haynes, N., **Jones, J. M.**, & Vandenberg, B. (2020, April). *A review of the SEM fit index literature*. In Haynes, N. (Chair), *Advancements in psychometrics*. 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
4. Trainer, H. M., Carter, D. R., Cullen-Lester, K., Frear, K., & **Jones, J. M.** (August, 2019). The followership gender gap. In Farro, A. (Chair). *Gender as a substantive variable in leadership studies: Individual and team level perspectives*. 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.
3. **Jones, J. M.**, Mohan, G., Carter, D. R., Cullen-Lester, K. L., & Frear, K. (July, 2019). The Drivers of Strategic Conversations in Upper-Echelon Teams. In Grand, J. (Chair). Organizational relational networks. Paper presentation at the 14th Annual Interdisciplinary Network for Group Research (INGroup) Conference, Lisbon, Portugal.
2. **Jones, J. M.**, Carter, D. R., Espinosa, J. A., & Clark, M. A. (April, 2019). The impact of knowledge overlap networks on team coordination and performance. In Outland, N., Gupta, P. (Co-Chairs), *Frontiers of team cognition research: Empirical and computational approaches*. Symposium at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
1. Cullen-Lester, K. L., Carter, D. R., Frear, K., Busenbark, J., **Jones, J. M.**, Mohan, G., Tawse, A., & Listyg, G. (March, 2019). Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations. Strategic Management Society (SMS), Las Vegas, NV.

Posters

12. Carter, D. R., Pendergraft, J. G., Shuffler, M., DeChurch, L., Schecter, A., Contractor, N., Trainer, H. M., **Jones, J. M.**, Alvarado, L., Smith, J., Plummer, G., Larson, L., Zaccaro, S., Burke, S., & Landon, L. B. (January, 2020). Project FUSION: Development of a four-phase countermeasure toolkit to support spaceflight multiteam system performance. Presentation at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
11. **Jones, J. M.**, & Brown, R. D. (April, 2019). A Monte-Carlo Analysis of Parallel Analysis Factor Identification Criteria. Poster at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
10. Carter, D. R., Shuffler, M., DeChurch, L., Contractor, N. S., Schecter, A., Zaccaro, S. J., Burke, S., Landon, L., Lungeneau, A., Pendergraft, J., Trainer, H., **Jones, J. M.**, Larson, L., & Niler, A. (January, 2019). Developing a toolkit for facilitating spaceflight multiteam system coordination. Paper presentation at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.

9. **Jones, J. M.**, Shoenfelt, E. S. (October, 2017). Consistency is key: Intercollegiate athlete perceptions of the justice of team disciplinary decisions. Poster presented at the 13th Annual River Cities I-O Psychology Conference (RCIO), Chattanooga, TN.
8. **Jones, J. M.**, Brown, R. D. (October, 2017). Investigating the accuracy of parallel analysis in underextraction conditions: A monte carlo study. Poster presented at the 13th Annual River Cities I-O Psychology Conference (RCIO), Chattanooga, TN.
7. Moore, B. A., Buono, F. D., Lloyd, D. P., Printz, D. M. B., Reichin, S. L., **Jones, J. M.**, Sullivan, R. M., Zenoni, N. M., Barry, D. T., Schottenfeld, R. S., & Fiellin, D. A. (June, 2017). The Recovery Line supports harm reduction in methadone maintenance. Poster presented at the annual scientific meeting of the College on Problems of Drug Dependence, Montreal, QC, Canada.
6. **Jones, J. M.** (April, 2017). In union lies strength: Facilitating situation awareness through team processes. Poster presented at the 47th Annual WKU Student Research Conference, Bowling Green, KY.
5. Lloyd, D. P., Buono, F. D., Printz, D. M. B., Reichin, S. L., **Jones, J. M.**, Sullivan, R. M., Zenoni, N. M., & Moore, B. A. (October, 2016). The Recovery Line: An automated voice response system as adjunctive treatment for methadone patients. Poster presented at the 56th Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
4. Sullivan, R. M., Buono, F. D., Lloyd, D. P., Printz, D. M. B., Reichin, S. L., **Jones, J. M.**, Zenoni, N. M., & Moore, B. A. (October, 2016). The use of an achievement-based point system among methadone maintained patients: A pilot study. Poster presented at the 56th Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
3. Reichin, S. L., DeMarinis, A. R., **Jones, J. M.**, Beckwith, S. L., Cahillane, S. M., Scisco, J. L., & Giumetti, G. W. (October, 2014). Weight-Based discrimination in a hiring context: An inside look at personality. Poster presented at the 54th Annual Meeting of the New England Psychological Association, Lewiston, ME.
2. **Jones, J. M.**, Tunney, A., Dyar, S., & Betsy, K. (December, 2014). The effects of memory on romantic relational schemas and rejection sensitivity. Poster presented at the Quinnipiac University Psychology Department poster session.
1. Beckwith, S., Cahillane, S., **Jones, J. M.**, Lotito, A., Pederson, L., Pilanski, K., Reichin, S., Saad, B., Sanchez, C., & Surdi, S. (December, 2014). Connecticut Nonprofit: Training development program. Presented to Connecticut Nonprofit and at Quinnipiac University's Psychology Poster Session, Hamden, CT

Grant Experience

Research Assistant

Project: "Effective recovery for Organizations from the COVID-19: Optimizing strategic responses." (5/1/2020 – 5/1/2021). The National Science Foundation (NSF), Social and Economic Sciences (SES) #2030830. Lee, G. K. (Co-PI), Wang, M. (Co-PI).
 Budget: \$120,925
 Status: Funded

Contributing Proposal Author and Research Assistant

Project: "Cooperative Agreement: Next Generation Teams and Organizational Subsystems Research." Salas, E. (PI), Thayer, A. (Co-PI), Carter, D. R. (Co-I), Shuffler, M. (Co-I), Luciano, M. (Co-I). The Army Research Institute (ARI).
 Requested Budget: \$19,350,000
 Status: Funded

Contributing Proposal Author and Graduate Student Project Lead

Project: "Collaborative Research: Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance" (3/1/2019-3/1/2022). The National Science

Foundation (NSF), Science of Organizations (SoO) #1853470. Carter, D. R. (Co-PI), Cullen-Lester, K. (Co-PI). Budget: \$356,810
Status: Funded

Research Assistant

Project: “Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks” (02/15/2018-02/14/2021). The National Aeronautics and Space Administration (NASA) #80NSSC18K0511. Carter, D. R. (PI), Shuffler, M. (Co-I), Schechter, A. (Co-I), DeChurch, L. A. (Co-I), & Contractor, N. (Co-I), Budget: \$991,979
Status: Funded

Research Assistantships

<i>Marib 2018—Present</i>	Graduate Research Assistant (Faculty Advisor: Dr. Dorothy Carter) Leadership Innovation Networks and Collaboration (LINC) Laboratory Department of Psychology, University of Georgia, Athens, GA
<i>Aug. 2016—May 2018</i>	Graduate Research Assistant (Faculty Advisor: Dr. Reagan Brown) Department of Psychological Sciences, Western Kentucky University, Bowling Green, KY
<i>Jan. 2017—May 2017</i>	Graduate Research Assistant (Faculty Advisor: Dr. Betsy Shoenfelt) Fundamental and Applied Psychology Laboratory Department of Psychological Sciences, Western Kentucky University, Bowling Green, KY
<i>Jan. 2016—Aug. 2016</i>	Lead Research Assistant (Faculty Advisor: Dr. Brent Moore) Yale School of Medicine/APT Foundation-Medical Research Unit, New Haven, CT
<i>Aug. 2013—Dec. 2014</i>	Undergraduate Research Assistant (Faculty Advisor: Dr. Gary Giumetti) I-O Psychology Laboratory, Quinnipiac University, Hamden, CT

Teaching Experience

The University of Florida

Instructor of Record, MAN xxx (*Spring, 2023*)

Instructor of Record, INT xxx (*Spring, 2023*)

Instructor of Record, INT xxx (*Spring, 2023*)

Pennsylvania State University

Guest Lecturer, Teams Seminar, I-O Ph.D. Program (*Fall, 2021*)

**** Taught and led all discussions around multiteam systems and quantitative methodologies for studying teams**

The University of Georgia

Co-Instructor, Teams Seminar, I-O Ph.D. Program (*Fall, 2021*)

**** Taught and led all discussions around quantitative methodologies for studying teams**

Graduate Teaching Assistant, PSYC6843 Practicum, I-O Master's Program (*Summer, 2019*)

Graduate Teaching Assistant, PSYC6841 Advanced Analytics, I-O Master's Program (*Summer, 2019*)

Graduate Teaching Assistant, PSYC6860 Competency Modeling, I-O Master's Program (*Spring, 2019*)

Graduate Teaching Assistant, PSYC6870 Talent Acquisition, I-O Master's Program (*Spring, 2019*)

Graduate Teaching Assistant, PSYC6855 Motivation, I-O Master's Program (*Fall, 2018*)

Graduate Teaching Assistant, PSYC6825 Leadership, I-O Master's Program (*Fall, 2018*)

Western Kentucky University

Lab Director, PSYS211 Research Methods in Psychology (*Spring, 2018*)

Graduate Teaching Assistant, PSYS160 Introduction to Psychology (*Fall, 2017*)

Graduate Teaching Assistant, PSYS100 Introduction to Psychology (*Spring, 2017*)

Graduate Teaching Assistant, PSYS423 The Psychology of Adult Life and Aging (*Fall, 2016*)

Relevant Work Experience and Applied Projects

Leadership and Organizational Development Intern, Accion, Cambridge, MA (*May 2017 – Aug. 2017*)

Content Analysis for the Association for Applied Sport Psychology (AASP), Indianapolis, IN (*Aug. - Sept. 2017*)

Trainer Technician Job Analysis, Kobe Aluminum Automotive Products Inc. Bowling Green, KY (*March - May 2017*)

2017 WKU Staff Satisfaction Survey, Western Kentucky University, Bowling Green, KY (*February - May 2017*)

Engineering Department Job Analysis, Western Kentucky University, Bowling Green, KY (*March - May 2017*)

Organizational Development Intern, Learning Dynamics, Wallingford, CT (*Sept. 2014 – Aug. 2016*)

Connecticut Nonprofit: Training Development Program, Connecticut Nonprofits, New Haven, CT (*December 2014*)

Professional Associations and Honor Societies

Professional Associations

- Society for Industrial Organizational Psychologists (SIOP)
- Interdisciplinary Network for Group Research (INGroup)
- Academy of Management (AOM)

Professional Service

Ad hoc Reviewer for Journals:

- Computers in Human Behavior
- Journal of Substance Abuse Treatment

Ad hoc Reviewer for National and International Conferences:

- Academy of Management (AOM) Annual Conference
- Interdisciplinary Network for Group Research (INGroup) Annual Conference
- European Association of Work and Occupational Psychology (EAWOP) Annual Conference

Other Professional Service

- Academy of Management Research Methods Division Student Representative (*June 2020 – June 2023*)
- Consortium for the Advancement of Research Methods and Analysis (CARMA) PhD Representative (*October 2021 – Present*)
- Mentor, University of Georgia, Psychology Undergraduate Mentor Program (PUMP) (*August 2021 – Present*)
- Vice President of Finance, University of Georgia, I-O Psychology Student Association (*May 2020 – Present*)
- SIOP Reception Chair, University of Georgia, I-O Psychology Student Association (*January 2020 – May 2020*)
- Brown Bag Co-Chair, University of Georgia, I-O Psychology Student Association (*Aug. 2018-Aug. 2019*)
- Conference Ambassador, Society for Industrial and Organizational Psychologists (SIOP) (*April 2019*)
- Student Caucus Campus Representative, Association for Psychological Science (*May 2017- Aug. 2018*)

- Student Mentor, Association for Psychological Science (*May 2017- Present*)
- Student Grant Competition Reviewer, Association for Psychological Science (*November 2017*)
- RISE (Researching Injustice and Social Equality) Research Award Reviewer, Association for Psychological Science (*May 2017*)
- Student Research Award Reviewer, Association for Psychological Science (*May 2017*)
- Assessor, Jefferson County Commission/Personnel Board of Jefferson County, Birmingham, AL (*October 2016*)