

Curriculum Vitae

Justin M. Jones, M.S.

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Education

- 2023 Ph.D. (Expected) University of Georgia
Doctor of Philosophy
Major: Industrial-Organizational Psychology
- 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

Research Focus

- Computational social science and quantitative research methodology as they pertain to teams and systems
- Temporal and multilevel dynamics of psychological phenomena (emergence)

Honors and Awards

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

Publications

Selected Publications Under Review or in Progress

- Trainer, H. M., **Jones, J. M.**, Maupin, C. K., Pendergraft, J., & Carter, D. R. (under review at Group & Organization Management). Topic: Dynamic team membership.
- Cullen-Lester, K. L., Carter, D. R., **Jones, J. M.**, Gerbasi, A., Chrobot-Mason, D., & Young Nae, E. (Under Review at The Leadership Quarterly). Topic: Inter-team leadership.

Chapters in Edited Volumes

- Pendergraft, J., Carter, D. R., Trainer, H. M., **Jones, J. M.**, Shuffler, M., Schecter A., DeChurch, L. A. & Contractor, N. S. (forthcoming). 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*.

- Jones, J. M.**, Mohan, G., Trainer, H. M., & Carter, D. R. (forthcoming). 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*.

Technical Reports

- 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.
- 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., 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

Papers and Oral Presentations

- 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.
- 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.
- 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.
- 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.

Posters

- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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

Contributing Proposal Author

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, (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), Schecter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I), Budget: \$991,979

Status: Funded

Research Assistantships

<i>March 2018—Present</i>	Graduate Research (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 to Dr. Gary Giumetti I-O Psychology Laboratory, Quinnipiac University, Hamden, CT

Teaching Experience

The University of Georgia

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)

Honor Societies

- Psi Chi
- Phi Theta Kappa

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

- 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*)