

# John C. Flournoy, PhD

Research Scientist, Stats Maven

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## Education

Ph.D., Psychology, University of Oregon

Dissertation: *Adolescent Social Motives: Measurement and Implications*

2018

M.S., Psychology, University of Oregon

2014

B.A., Cognitive Science, University of California, Berkeley

2005

## Work Experience

Principal Research Scientist, Developer Success Lab, Pluralsight

2024–present

- Lead scientist on analysis of yearly ticket data from over 11k developers
- Drove organizational insights across multiple research projects
- Spearheaded community engagement overlay journal at [dsl.pubpub.org](https://dsl.pubpub.org)

Research Associate, Harvard University, Cambridge, MA

2018–2024

- Lead analyst on intensive longitudinal fMRI neuroimaging study of mechanisms linking stress to psychopathology in adolescents
- Lead author of report on fMRI measurement reliability
- Supported co-authors on intensive longitudinal digital phenotyping analysis of stress, sleep, digital communication, and physical activity
- Lead analyst of task-based fMRI for multi-site adolescent cognitive control study (NIMH U01-MH109589, \$17.1M)
- Developed digital phenotyping data processing for NIMH R37-MH119194 (\$9M)
- Provided methodology and scientific computing support across two lab groups
- note: post-doctoral scholar from 2018–2020

Graduate Research Fellow, University of Oregon, Eugene, OR

2012–2018

- Developed hierarchical Bayesian model of reinforcement learning for adolescent social motives
- Collected data from 300+ participants, including foster-care-involved adolescents
- Dissertation: *Adolescent Social Motives: Measurement and Implications*
- Developed expertise in longitudinal personality, fMRI, and cognitive task data using multilevel and structural equation modeling
- Validated new self-report and task measures, and evaluated validity and reliability of existing measures

Research Coordinator, Stanford University, Stanford, CA

2009–2012

- Coordinated Simons Foundation-funded study on sleep problems in autism using ambulatory polysomnography
- Site coordinator for clinical trial testing a novel PET marker for  $\beta$ -amyloid in dementia patients

# Publications

- Flournoy, J. C., Lee, C. S., Wu, M., & Hicks, C. M. (2025, March 6). *No Silver Bullets: Why Understanding Software Cycle Time is Messy, Not Magic*. arXiv: 2503.05040 [cs]. <https://doi.org/10.48550/arXiv.2503.05040>
- Chen, Y. Y., Rosenbaum, G. M., Fan, H., Li, T., Flournoy, J., Mair, P., & Somerville, L. (2024). How beliefs around peers' risk preferences get incorporated into adolescents' decision making. *Proceedings of the Annual Meeting of the Cognitive Science Society*, 46(0). Retrieved January 28, 2025, from <https://escholarship.org/uc/item/6c42379z>
- Curtis, M., Flournoy, J. C., Kandala, S., Sanders, A. F. P., Harms, M. P., Omary, A., Somerville, L. H., & Barch, D. M. (2024). Disentangling the unique contributions of age, pubertal stage, and pubertal hormones to brain structure in childhood and adolescence. *Developmental Cognitive Neuroscience*, 70, 101473. <https://doi.org/10.1016/j.dcn.2024.101473>
- Flournoy, J. C., Bryce, N. V., Dennison, M. J., Rodman, A. M., McNeilly, E. A., Lurie, L. A., Bitran, D., Reid-Russell, A., Vidal Bustamante, C. M., Madhyastha, T., & McLaughlin, K. A. (2024). A precision neuroscience approach to estimating reliability of neural responses during emotion processing: Implications for task-fMRI. *NeuroImage*, 285, 120503. <https://doi.org/10.1016/j.neuroimage.2023.120503>
- Heffer, T., Flournoy, J. C., Baum, G. L., & Somerville, L. H. (2024). Examining the Association between Punishment and Reward Sensitivity and Response Inhibition to Previously-Incentivized Cues across Development. *Journal of Youth and Adolescence*, 53(6), 1341–1354. <https://doi.org/10.1007/s10964-024-01966-z>
- Rith-Najarian, L. R., Gong-Guy, E., Flournoy, J. C., & Chavira, D. A. (2024). Randomized controlled trial of a web-based program for preventing anxiety and depression in university students. *Journal of Consulting and Clinical Psychology*, 92(1), 1–15. <https://doi.org/10.1037/ccp0000843>
- Xu, B., Dall'Aglia, L., Flournoy, J., Bortsova, G., Tervo-Clemmens, B., Collins, P., de Bruijne, M., Luciana, M., Marquand, A., Wang, H., Tiemeier, H., & Muetzel, R. L. (2024). Limited generalizability of multivariate brain-based dimensions of child psychiatric symptoms. *Communications Psychology*, 2(1), 1–14. <https://doi.org/10.1038/s44271-024-00063-y>
- Byrne, M. L., Vijayakumar, N., Chavez, S. J., Flournoy, J. C., Cheng, T. W., Mills, K. L., Barendse, M. E. A., Mobasser, A., Flannery, J. E., Nelson, B. W., Wang, W., Shirtcliff, E. A., Allen, N. B., & Pfeifer, J. H. (2023). Associations between multi-method latent factors of puberty and brain structure in adolescent girls. *Developmental Cognitive Neuroscience*, 60, 101228. <https://doi.org/10.1016/j.dcn.2023.101228>
- Grisanzio, K. A., Flournoy, J. C., Mair, P., & Somerville, L. H. (2023). Shifting qualities of negative affective experience through adolescence: Age-related change and associations with functional outcomes. *Emotion*, 23(1), 278–288. <https://doi.org/10.1037/emoo0001079>
- McCormick, E. M., Byrne, M. L., Flournoy, J. C., Mills, K. L., & Pfeifer, J. H. (2023). The Hitchhiker's guide to longitudinal models: A primer on model selection for repeated-measures methods. *Developmental Cognitive Neuroscience*, 63, 101281. <https://doi.org/10.1016/j.dcn.2023.101281>
- McLaughlin, K. A., Weissman, D. G., & Flournoy, J. (2023). Challenges with Latent Variable Approaches to Operationalizing Dimensions of Childhood Adversity – a Commentary on Sisitsky et al. (2023). *Research on Child and Adolescent Psychopathology*, 51(12), 1809–1811. <https://doi.org/10.1007/s10802-023-01114-4>
- Xu, B., Dall'Aglia, L., Flournoy, J., Bortsova, G., Tervo-Clemmens, B., Collins, P., Bruijne, M. de, Luciana, M., Marquand, A., Wang, H., Tiemeier, H., & Muetzel, R. L. (2023, March 20). *Multivariate brain-based dimensions of child psychiatric problems: Degrees of generalizability*. <https://doi.org/10.1101/2023.03.12.23287158>
- Barendse, M. E. A., Byrne, M. L., Flournoy, J. C., McNeilly, E. A., Guazzelli Williamson, V., Barrett, A.-M. Y., Chavez, S. J., Shirtcliff, E. A., Allen, N. B., & Pfeifer, J. H. (2022). Multimethod assessment of pubertal timing and associations with internalizing psychopathology in early adolescent girls. *Journal of Psychopathology and Clinical Science*, 131(1), 14–25. <https://doi.org/10.1037/abn0000721>
- Baum, G. L., Flournoy, J. C., Glasser, M. F., Harms, M. P., Mair, P., Sanders, A. F. P., Barch, D. M., Buckner, R. L., Bookheimer, S., Dapretto, M., Smith, S., Thomas, K. M., Yacoub, E., Essen, D. C. V., & Somerville, L. H. (2022). Graded Variation in T1w/T2w Ratio during Adolescence: Measurement, Caveats, and Implications for Development of Cortical Myelin. *Journal of Neuroscience*, 42(29), 5681–5694. <https://doi.org/10.1523/JNEUROSCI.2380-21.2022>
- Byrne, M., Allen, N. B., Barendse, M. E. A., Barrett, A.-M., Chavez, S. J., Cheng, T., Flournoy, J. C., McNeilly, E. A., Shirtcliff, E. A., Vijayakumar, N., Williamson, V. G., & Pfeifer, J. (2022). Pubertal Hormones as a Measurement Method of Pubertal Stage and Timing Related to Internalizing Psychopathology in Adolescent Girls. *Biological Psychiatry*, 91(9), S64–S65. <https://doi.org/10.1016/j.biopsych.2022.02.180>
- Cosme, D., Flournoy, J. C., Livingston, J. L., Lieberman, M. D., Dapretto, M., & Pfeifer, J. H. (2022). Testing the adolescent social reorientation model during self and other evaluation using hierarchical growth curve modeling with parcellated fMRI data. *Developmental Cognitive Neuroscience*, 54, 101089. <https://doi.org/10.1016/j.dcn.2022.101089>
- Nelson, B. W., Flannery, J. E., Flournoy, J., Duell, N., Prinstein, M. J., & Telzer, E. (2022). Concurrent and prospective associations between fit-bit wearable-derived RDoC arousal and regulatory constructs and adolescent internalizing symptoms. *Journal of Child Psychology and Psychiatry*, 63(3), 282–295. <https://doi.org/10.1111/jcpp.13471>
- Romeo, R. R., Flournoy, J. C., McLaughlin, K. A., & Lengua, L. J. (2022). Language development as a mechanism linking socioeconomic status to executive functioning development in preschool. *Developmental Science*, 25(5), e13227. <https://doi.org/10.1111/desc.13227>
- Vijayakumar, N., Cheng, T. W., Flannery, J. E., Flournoy, J. C., Ross, G., Mobasser, A., Op de Macks, Z., Fisher, P. A., & Pfeifer, J. H. (2022). Differential neural sensitivity to social inclusion and exclusion in adolescents in foster care. *NeuroImage: Clinical*, 34, 102986. <https://doi.org/10.1016/j.nicl.2022.102986>
- Bryce, N. V., Flournoy, J. C., Guassi Moreira, J. F., Rosen, M. L., Sambook, K. A., Mair, P., & McLaughlin, K. A. (2021). Brain parcellation selection: An overlooked decision point with meaningful effects on individual differences in resting-state functional connectivity. *NeuroImage*, 243, 118487. <https://doi.org/10.1016/j.neuroimage.2021.118487>
- Flournoy, J. (2021, September 16). *A comment on Ellwood-Lowe et al. (2020/2021): Presentation and discussion of results should take the lead from the preregistration*. <https://doi.org/10.31234/osf.io/23qsw>

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- Hughes, B. T., Flournoy, J. C., & Srivastava, S. (2021). Is perceived similarity more than assumed similarity? An interpersonal path to seeing similarity between self and others. *Journal of Personality and Social Psychology*, 121(1), 184–200. <https://doi.org/10.1037/pspp0000369>
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- Nook, E. C., Flournoy, J. C., Rodman, A. M., Mair, P., & McLaughlin, K. A. (2021). High Emotion Differentiation Buffers Against Internalizing Symptoms Following Exposure to Stressful Life Events in Adolescence: An Intensive Longitudinal Study. *Clinical Psychological Science*, 2167702620979786. <https://doi.org/10.1177/2167702620979786>
- Rodman, A. M., Vidal Bustamante, C. M., Dennison, M. J., Flournoy, J. C., Coppersmith, D. D. L., Nook, E. C., Worthington, S., Mair, P., & McLaughlin, K. A. (2021). A Year in the Social Life of a Teenager: Within-Persons Fluctuations in Stress, Phone Communication, and Anxiety and Depression. *Clinical Psychological Science*, 2167702621991804. <https://doi.org/10.1177/2167702621991804>
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- Barendse, M. E. A., Cosme, D., Flournoy, J. C., Vijayakumar, N., Cheng, T. W., Allen, N. B., & Pfeifer, J. H. (2020). Neural correlates of self-evaluation in relation to age and pubertal development in early adolescent girls. *Developmental Cognitive Neuroscience*, 44, 100799. <https://doi.org/10.1016/j.dcn.2020.100799>
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- Cheng, T. W., Vijayakumar, N., Flournoy, J. C., Op de Macks, Z., Peake, S. J., Flannery, J. E., Mobasser, A., Alberti, S. L., Fisher, P. A., & Pfeifer, J. H. (2020). Feeling left out or just surprised? Neural correlates of social exclusion and overinclusion in adolescence. *Cognitive, Affective, & Behavioral Neuroscience*, 20(2), 340–355. <https://doi.org/10.3758/s13415-020-00772-x>
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- Vidal Bustamante, C. M., Rodman, A. M., Dennison, M. J., Flournoy, J. C., Mair, P., & McLaughlin, K. A. (2020). Within-person fluctuations in stressful life events, sleep, and anxiety and depression symptoms during adolescence: A multiwave prospective study. *Journal of Child Psychology and Psychiatry*, 61(10), 1116–1125. <https://doi.org/10.1111/jcpp.13234>
- Vijayakumar, N., Flournoy, J. C., Mills, K. L., Cheng, T. W., Mobasser, A., Flannery, J. E., Allen, N. B., & Pfeifer, J. H. (2020). Getting to know me better: An fMRI study of intimate and superficial self-disclosure to friends during adolescence. *Journal of Personality and Social Psychology*, 118(5), 885–899. <https://doi.org/10.1037/pspa0000182>
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- Flournoy, J. (2019, January 11). *Adolescent Social Motives: Measurement and Implications*. Retrieved January 6, 2020, from <https://scholarsbank.uoregon.edu/xmlui/handle/1794/24216>
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- Thalmayer, A. G., Saucier, G., Flournoy, J. C., & Srivastava, S. (2019). Ethics-Relevant Values as Antecedents of Personality Change: Longitudinal Findings from the Life and Time Study (M. B. Donnellan & M. B. Donnellan, Eds.). *Collabra: Psychology*, 5(52). <https://doi.org/10.1525/collabra.244>
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- Vijayakumar, N., Pfeifer, J. H., Flournoy, J. C., Hernandez, L. M., & Dapretto, M. (2019). Affective reactivity during adolescence: Associations with age, puberty and testosterone. *Cortex*, 117, 336–350. <https://doi.org/10.1016/j.cortex.2019.04.024>
- Vijayakumar, N., Shirtcliff, E. A., Byrne, M. L., Mills, K., Cheng, T. W., Mobasser, A., Flannery, J., Nelson, B., Flournoy, J., Wang, W., Allen, N., & Pfeifer, J. (2019). Pubertal hormones and brain structure: Exploring the value of hair assays. <https://doi.org/10.31234/osf.io/btf4y>
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