

# *Curriculum Vitae*

**Justin M. Jones, M.S.**

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## **Education**

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**University of Georgia** *May 2023 (Expected)*  
**Doctor of Philosophy**  
**Major:** Industrial-Organizational Psychology  
**Advisor:** Dr. Dorothy R. Carter

**Western Kentucky University** *May 2018*  
**Master of Science** GPA: 4.00/4.00  
**Major:** Industrial-Organizational Psychology  
**Thesis:** The influence of a proposed margin criterion on the accuracy of parallel analysis in conditions engendering underextraction  
**Advisor:** Dr. Reagan D. Brown

- *Ogden College of Science and Engineering Scholar of the College*

**Quinnipiac University** *December 2015*  
**Bachelor of Arts** GPA: 3.86/4.00  
**Major:** Psychology, Industrial-Organizational Concentration  
**Thesis:** A preliminary theoretical investigation: Creating meaningful work to increase engagement, motivation and job satisfaction  
**Advisor:** Dr. Carrie Bulger

## **Research Interests**

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Teams, Multi-team systems, Temporal and multilevel dynamics, Performance in complex, dynamic, and demanding environments, Team cognition, Emergence, Advanced quantitative methodology

## **Honors and Awards**

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**Ogden College of Science and Engineering Outstanding Graduate Student Award** *Spring 2018*  
Western Kentucky University

**Department of Psychological Sciences Outstanding Graduate Student Award** *Spring 2018*  
Western Kentucky University

**Industrial-Organizational Psychology Outstanding Graduate Student Award** *Spring 2018*  
Western Kentucky University

## **Research Experience**

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**Graduate Research Assistant to Dr. Dorothy Carter** *March 2018 - Present*  
**Leadership Innovation Networks and Collaboration (LINC) Laboratory**  
Department of Psychology, University of Georgia, Athens, GA

**Graduate Research Assistant to Dr. Reagan Brown** *August 2017-May 2018*  
**Department of Psychological Sciences, Western Kentucky University, Bowling Green, KY** *August 2016-December 2016*

- Assist principal investigator in conducting research on parallel analysis by reviewing literature, drafting research documents, and performing data analyses

## Research Experience (Continued)

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### Graduate Research Assistant to Dr. Betsy Shoenfelt

January 2017- May 2017

#### Fundamental and Applied Psychology Laboratory

#### Department of Psychological Sciences, Western Kentucky University, Bowling Green, KY

- Served as an SME for measure development and validation
- Collected, analyzed, and summarized data in the form of technical reports on numerous consulting projects such as job analyses, content analyses, and large scale survey studies
- Conducted research on perceptions of organizational justice within intercollegiate sports teams
- Assisted in the development of a training program for SWAT teams at the Shanghai Police College in Shanghai, China

### Lead Research Assistant

January 2016-August 2016

#### Yale School of Medicine/APT Foundation-Medical Research Unit, New Haven, CT

- Lead research assistant on a longitudinal, multi-phase, clinical trial funded by a NIDA RO1 Grant
- Responsible for recruitment, collecting qualitative and quantitative data, conducting toxicology screens, managing the study database, developing new stimuli for the study, and keeping study records
- Assisted in manuscript development and journal reviews
- Presented findings through posters at national and international conferences

### Undergraduate Research Assistant to Dr. Gary Giumetti

August 2013- December 2014

#### I-O Psychology Laboratory, Quinnipiac University, Hamden, CT

- Conducted research investigating the relationship between implicit weight biases, personality traits, locus of control and ratings of job applicant ability
- Responsible for assisting with research design, data collection, data analysis, and study development
- Presented findings at various regional and national conferences

## Publications and Technical Reports

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### Refereed Publications

1. Shoenfelt, E. L., Brown, R. D., **Jones J. M.**, Severs, R. B., & Diaz, J. M. (*In Preparation*). Consistency matters: Intercollegiate athlete perceptions of the justice of team disciplinary decisions.
2. Brown, R.D., **Jones J.M.**, & Matsumoto, M. (*In Preparation*). The influence of an additional margin criterion on the accuracy of parallel analysis.

### Chapters in Edited Volumes

1. **Jones, J.M.**, Mohan, G. & Carter, D.R. (*Forthcoming*). Work is changing: Implications for teams. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*.

### Technical Reports

1. 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.
2. **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.
3. 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.
4. 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

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### Poster Presentations

1. **Jones, J.M.**, Brown, R.D. (July, 2018). Evaluation of a novel analytical approach to determine the number of factors in an exploratory factor analysis. Poster submitted to the 42<sup>nd</sup> Annual Meeting of the International Personnel Assessment Council (IPAC), Alexandria, VA.
2. **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 13<sup>th</sup> Annual River Cities I-O Psychology Conference (RCIO), Chattanooga, TN.
3. **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 13<sup>th</sup> Annual River Cities I-O Psychology Conference (RCIO), Chattanooga, TN.
4. 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.
5. **Jones, J.M.** (April, 2017). In union lies strength: Facilitating situation awareness through team processes. Poster presented at the 47<sup>th</sup> Annual WKU Student Research Conference, Bowling Green, KY.
6. 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 56<sup>th</sup> Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
7. 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 56<sup>th</sup> Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
8. 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 54<sup>th</sup> Annual Meeting of the New England Psychological Association, Lewiston, ME.
9. **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.
10. 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.

## Teaching Experience

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**Graduate Teaching Assistant, Motivation  
I-O Master's Program, University of Georgia**

*August 2018-December 2018*

**Graduate Teaching Assistant, Leadership  
I-O Master's Program, University of Georgia**

*August 2018-December 2018*

**Lab Director, Research Methods in Psychology, Western Kentucky University**

*January 2018-May 2018*

- One of three students selected to direct, and independently instruct, an undergraduate research methods lab. Responsible for syllabus and assignment development, holding office hours, lecturing, grading and assessment.

**Teaching Assistant, Introduction to Psychology, Western Kentucky University**

*January 2017-May 2017*

- Conducted occasional lectures and graded student assignments and examinations for one section of Introduction to Psychology

**Teaching Assistant, Introduction to BioPsychology, Western Kentucky University***January 2017-May 2017*

- Conducted occasional lectures and graded student assignments and examinations for one section of Introduction to BioPsychology

**Teaching Assistant, The Psychology of Adult Life and Aging, Western Kentucky University***August 2016-December 2016*

- Graded student written assignments according to rubric and APA formatting guidelines and provided assistance with other teaching related duties for one section of The Psychology of Adult Life and Aging (PSYS 423)

**Relevant Work Experience**

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**Leadership and Organizational Development Intern***May 2017-August 2017***Accion, Cambridge, MA**

- Created tools to evaluate the effectiveness of training programs
- Developed and improved performance management systems
- Addressed organizational issues related to teams, culture, employee engagement, performance management, and talent acquisition
- Assisted in a long-term project focused on various aspects of a globally distributed consulting team within the organization

**Organizational Training and Management Consulting Intern***September 2014-August 2016***Learning Dynamics, Wallingford, CT**

- Evaluated effectiveness of training programs by collecting and analyzing performance appraisal data
- Developed training programs for organizational clients on a variety of topics such as team effectiveness, leadership, and communication
- Assisted with various role-play scenarios evaluating training participant transfer
- Performed mystery shops of various customer locations to evaluate training effectiveness and determine further training needs

**Applied Projects**

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**Content Analysis for the Association for Applied Sport Psychology (AASP)***August -September 2017*

- Content analyzed 300+ AASP member comments on proposed title for certified sport psychology consultants; wrote technical report

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

- Conducted job analysis for new position at Kobe Aluminum Automotive Products. Wrote technical report including compensation and performance evaluation recommendations for the position. Presented results of the job analysis to company management

**2017 WKU Staff Satisfaction Survey***February - May 2017*

- Worked on team that analyzed data and wrote technical report for the WKU Staff Satisfaction Survey

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

- Assisted in the collection, analysis, and reporting of job analysis data for various positions within the WKU Engineering Department. Findings of the job analysis were presented as a technical report

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

- Researched and developed a completely new training evaluation system to be implemented within the organization in order to more accurately measure learning and transfer of training of nonprofit training programs

**Professional Associations and Honor Societies**

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**Professional Associations**

Academy of Management (AOM)

Interdisciplinary Network for Group Research (INGroup)

Society for Industrial and Applied Mathematics (SIAM)

Society for Industrial Organizational Psychologists (SIOP)

International Personnel Assessment Council (IPAC)

**Honor Societies**

Psi Chi

Phi Theta Kappa

**Professional and Community Service**

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**Brown Bag Co-Chair***August 2018-Present*

University of Georgia, I-O Psychology Student Association

**Student Caucus Campus Representative***May 2017- August 2018*

Association for Psychological Science

**Student Mentor***May 2017- Present*

Association for Psychological Science

**Student Grant Competition Reviewer***November 2017*

Association for Psychological Science

**RISE (Researching Injustice and Social Equality) Research Award Reviewer***May 2017*

Association for Psychological Science

**Student Research Award Reviewer***May 2017*

Association for Psychological Science

**Conference Abstract Reviewer***November 2016*

European Association of Work and Occupational Psychology (EAWOP)

**Assessor***October 2016*

Jefferson County Commission/Personnel Board of Jefferson County, Birmingham, AL

- Analyzed structured interviews using behaviorally anchored rating scales in order to determine the abilities of candidates applying for first responder and other governmental positions

**Ad-Hoc Journal Reviewer***January 2016- August 2016*

Computers in Human Behavior

**Ad-Hoc Journal Reviewer***January 2016- August 2016*

Journal of Substance Abuse Treatment