

Curriculum Vitae

Justin M. Jones, M.S.

Department of Psychology
125 Baldwin Street
The University of Georgia
Athens, GA 30602

(301) 471-7610
justinmjones23@gmail.com
orcid.org/0000-0002-4918-3288
www.researchgate.net/profile/Justin_Jones17
www.linkedin.com/in/justinmatthewjones

Education

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

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

- Team cognition and emergence
- Computational social science
- Temporal and multilevel dynamics of psychological phenomena
- Team performance in complex, dynamic, and demanding environments

Honors and Awards

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

Grant Experience

Role: Contributing Proposal Author

Project: Carter, D. R. (PI), Cullen-Lester, K. L., (CO-I) & Busenbark, J. R. (CO-I). Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance

Source: National Science Foundation (NSF)

Status: Under Review

Research Experience

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

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

Chapters in Edited Volumes

1. Jones, J.M., Mohan, G., Trainer, H.M. & Carter, D.R. (2018). 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

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

Papers and Oral Presentations

1. Cullen-Lester, K.L., Carter, D.R., Frear, K., Busenbark, J., **Jones J. M.**, Mohan, G., Tawse, A., & Listyg, G. (under review). Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations. Strategic Management Society (SMS), Las Vegas, NV.
2. **Jones, J. M.**, Carter, D.R., Espinosa, J.A., & Clark, M.A. (under review). 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 submitted to the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Posters

1. **Jones, J.M.**, Brown, R.D. (under review). A Monte-Carlo Analysis of Parallel Analysis Factor Identification Criteria. Poster submitted to the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
2. **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 42nd Annual Meeting of the International Personnel Assessment Council (IPAC), Alexandria, VA.
3. **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.
4. **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.
5. 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.
7. 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.
8. 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.
9. 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.
10. **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.

11. 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

Graduate Teaching Assistant, Motivation I-O Master's Program, University of Georgia	<i>August 2018-December 2018</i>
Graduate Teaching Assistant, Leadership I-O Master's Program, University of Georgia	<i>August 2018-December 2018</i>
Lab Director, Research Methods in Psychology, Western Kentucky University	<i>January 2018-May 2018</i>
Teaching Assistant, Introduction to Psychology, Western Kentucky University	<i>January 2017-May 2017</i>
Teaching Assistant, Introduction to BioPsychology, Western Kentucky University	<i>January 2017-May 2017</i>
Teaching Assistant, The Psychology of Adult Life and Aging, Western Kentucky University	<i>August 2016-December 2016</i>

Relevant Work Experience

Leadership and Organizational Development Intern Accion, Cambridge, MA	<i>May 2017-August 2017</i>
<ul style="list-style-type: none"> • 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 Development Intern Learning Dynamics, Wallingford, CT	<i>September 2014-August 2016</i>
<ul style="list-style-type: none"> • 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

Content Analysis for the Association for Applied Sport Psychology (AASP)	<i>August -September 2017</i>
<ul style="list-style-type: none"> • Content analyzed 300+ AASP member comments on proposed title for certified sport psychology consultants; wrote technical report 	
Trainer Technician Job Analysis Kobe Aluminum Automotive Products Inc. Bowling Green, KY	<i>March - May 2017</i>
<ul style="list-style-type: none"> • 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	<i>February - May 2017</i>
<ul style="list-style-type: none"> • Worked on team that analyzed data and wrote technical report for the WKU Staff Satisfaction Survey 	
Engineering Department Job Analysis Western Kentucky University, Bowling Green, KY	<i>March - May 2017</i>
<ul style="list-style-type: none"> • 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
Connecticut Nonprofits, New Haven, CT

December 2014

- 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

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

Reviewer

December 2018

European Association of Work and Occupational Psychology (EAWOP) Annual Conference

Brown Bag Co-Chair

August 2018-Present

University of Georgia, I-O Psychology Student Association

Student Caucus Campus Representative
 Association for Psychological Science

May 2017- August 2018

Student Mentor

May 2017- Present

Association for Psychological Science

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

May 2017

Association for Psychological Science

Reviewer

November 2016

European Association of Work and Occupational Psychology (EAWOP) Annual Conference

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

