

## *Curriculum Vitae*

**Justin M. Jones, PhD**

*Bryan Hall 233b*

*Warrington College of Business*

*The University of Florida, Gainesville FL, 32608*

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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 - present **Postdoctoral Research Associate**, Department of Management, Warrington College of Business, University of Florida
- 2022 - present **Honorary 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), human-robot teaming, machine learning/ai, action teams, judgment/decision-making

### **Honors and Awards**

- 2018 **Ogden College of Science and Engineering Outstanding Graduate Student Award**  
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

## Grant Experience

### Pending Grants and Contracts

Role: Principal Investigator

Project: “Dynamic Sequencing of exploration and exploitation: team learning routines augmented by AI.” The National Science Foundation (NSF), Science of Organizations (SoO). Jones, J. M., (PI), Lee, G. (Co-I), Wang, M. (Co-I), Chao, G. T. (Co-I).  
Budget: \$200,000

### Active Grants and Contracts

Role: Contributing Proposal Author and Research Assistant

Project: “Cooperative agreement: Next generation teams and organizational subsystems research.” The Army Research Institute (ARI). Salas, E. (PI), Thayer, A. (Co-PI), Carter, D. R. (Co-I), Shuffler, M. (Co-I), Luciano, M. (Co-I).  
Budget: \$19,350,000

### Completed Grants and Contracts

Role: 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

Role: 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

Role: 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

## 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

#### *Under Review*

2. Lester, H., Cullen-Lester, K., **Jones, J. M.**, Carter, D. R., & Walters, R. (*under review*). Topic: Mixed-effects location scale models for studying teams.

1. 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

### ***In Progress***

- Jones, J. M.**, & Carter, D. R. (*peer review*). Topic: An agent-based computational model of strategic consensus formation (Target: Leadership Quarterly)
- Jones, J. M.**, & Wang, M. (*draft in progress*). Topic: A review and revision of heuristics regarding omnibus fit statistics in SEM. (Target: Academy of Management Journal)
- Lee, G., Wang, M., & **Jones, J. M.** (*draft in progress*). Topic: Using reinforcement learning to solve the multi-armed bandit problem (Target: Organization Science)
- Jones, J. M.**, Manning, C., & Mohammed, S. (*data analysis*). Topic: A review and integrative model of team cognition in human-robot teams (Target: Small Group Research)
- Li, Y.. & **Jones, J. M.** (*data analysis*). Topic: An agent-based computational model of entitativity emergence in groups.
- Roberson, Q., Blocker, V., Carter, D. R., Cullen-Lester, K., & **Jones, J. M.** (*data analysis*). Topic: Diversity and inclusion in networks.

### **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., Schechter 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*.

### **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 heterogenous 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 14<sup>th</sup> 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 13<sup>th</sup> 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 13<sup>th</sup> 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 47<sup>th</sup> 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, M.A.
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

### **The University of Florida**

Instructor of Record, ENT 4614, Creativity and Innovation (*Fall, 2023*)

Instructor of Record, MAN 5246, Organizational Behavior (*Fall, 2023*)

Instructor of Record, MAN 3240, Organizational Behavior (4.19/5 - *Spring, 2023*)

Instructor of Record, ENT 4614, Creativity and Innovation (3.5/5 - *Spring, 2023*)

Instructor of Record, ENT 4614, Creativity and Innovation (4.2/5 - *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:

- Organizational Research Methods (ORM)
- Organizational Behavior and Human Decision Processes (OBHDP)
- 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
- Society for Industrial-Organizational Psychology (SIOP) 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*)