

*Curriculum Vitae*  
**Justin M. Jones, PhD**  
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## Education

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- 2023 Ph.D. **University of Georgia**  
Concentration: Industrial-Organizational Psychology  
Dissertation: A processual theory of strategic consensus
- 2018 M.S. **Western Kentucky University**  
Concentration: 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**  
Concentration: Industrial-Organizational Psychology  
Thesis: A preliminary theoretical investigation: Creating meaningful work to increase engagement, motivation and job satisfaction

## Professional Employment

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- 2023 – 2025 **Postdoctoral Associate**, Department of Management, Warrington College of Business,  
University of Florida

## Research Topics

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Computational social science, social networks, computational modeling, team and multiteam system effectiveness (emphasis on cognition), leadership

## Honors and Awards

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

## Grant Experience

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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

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

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### 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*

1. Blocker, V. E., Roberson, Q. M., Carter, D. R., Cullen-Luster, K. L., **Jones, J. M.** [Inclusive networks]. Under 1st review at Personnel Psychology.

#### *Work In Progress*

3. **Jones, J. M.**, Manning, C., & Mohammed, S. Topic: A review and integrative model of team cognition in human robot teams. (Completed draft)
2. **Jones, J. M.**, & Lee, G. Facilitating team learning with artificial intelligence: Dynamic exploration and exploitation. (Completed draft)

1. **Jones, J. M.** & Carter, D. R. Topic: An adaptive network model of strategic consensus formation. (Draft in progress)

## Chapters in Edited Volumes

4. Carter, D. R., Cullen-Lester, K., Wormington, S., & **Jones, J. M.**, (2022). Uncovering patterns of strategic leadership networks to support organizational agility. In S. Zaccaro, N. Hiller, & R. Klimoski (Eds.) *Senior leadership teams and the agile organization*. Routledge.
3. **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*.
2. **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*.
1. Pendergraft, J., Carter, D. R., Trainer, H. M., **Jones, J. M.**, Shuffler, M., Schecter 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

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### Presentations at National and International Conferences

9. Roberson, Q. M., Blocker, V. E., Carter, D. R., Cullen-Lester, K., & **Jones, J. M.** (2024). *A social network approach to understanding workgroup inclusion*. In *Novel Perspectives on Inclusion Across Levels of Analysis: Work Groups, Organizations and Industries*. 84th Annual Meeting of the Academy of Management (AOM), Chicago, IL.
8. Cullen-Lester, K., Carter, D.R., Solanelles, P., **Jones, J. M.** & Wormington, S. (2022, April). *Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges*. Paper presentation at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA.
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 (INGroup) 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 (SIOP), 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 (SIOP), 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 14th 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 (SIOP), 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 (HRP IWS), 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 (SIOP), 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, M.A.
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

### Panel Discussions at National or International Conferences

1. Farzaneh, F., & Aurora, S. R. (Co-Chairs). Aurora, S. R., Coen, C., Cronin, M. A., **Jones, J. M.**, & Woolley, A. W. (July, 2025). *Perspectives on Complex Adaptive Systems in Teams*. 83rd Annual Meeting of the Academy of Management (AOM), Copenhagen, DE.

## Teaching Experience

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### The University of Florida

Instructor of Record, MAN 4301, Human Resource Management (4.28/5) (Spring 2025)  
 Instructor of Record, MAN 3240, Organizational Behavior (4.81/5) (Spring 2025)  
 Instructor of Record, ENT 4614, Creativity and Innovation (4.76/5) (Spring, Module 2, 2025)  
 Instructor of Record, ENT 4614, Creativity and Innovation (Spring, Module 1, 2025)  
 Instructor of Record, MAN 6930, Leading Teams (4.40/5) (Spring, 2024)  
 Instructor of Record, ENT 4614, Creativity and Innovation (4.34/5) (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, Module 2, 2023)  
 Instructor of Record, ENT 4614, Creativity and Innovation (4.2/5) (Spring, Module 1, 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, PSYS100 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

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Computational Model Development, Johnson & Johnson, New Brunswick, NJ (May 2021)  
 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)  
 Assessor, Jefferson County Commission/Personnel Board of Jefferson County, Birmingham, AL (October 2016)  
 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

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### Professional Associations

Society for Industrial and Organizational Psychology (SIOP)  
 Interdisciplinary Network for Group Research (INGroup)  
 Academy of Management (AOM)

### Mentoring Experiences

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#### University of Georgia

May Hu, Center for Undergraduate Research Honors Scholarship Mentee (2021)  
 Daniel Desa, Undergraduate Research Mentee (2020-2021)  
 Hattie Hunter, Undergraduate Research Mentee (2020-2021)

### Professional Service

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#### 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  
 Small Group Research (SGR)

#### 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 and Organizational Psychology (SIOP) Annual Conference

#### Other Professional Services

Academy of Management Research Methods Division Student Representative (June 2020 - June 2023)  
 Consortium for the Advancement of Research Methods and Analysis (October 2021 - May 2023)  
 (CARMA) PhD Representative  
 Mentor, University of Georgia, Psychology Undergraduate Mentor Program (PUMP) (August 2021 - May 2023)  
 Vice President of Finance, University of Georgia, I-O Psychology Student Association (May 2020 - May 2021)  
 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 Psychology (SIOP) (April 2019)  
 Student Caucus Campus Representative, Association for Psychological Science (APS) (May 2017- Aug. 2018)  
 Student Mentor, Association for Psychological Science (APS) (May 2017- May 2018)  
 Student Grant Competition Reviewer, Association for Psychological Science (APS) (November 2017)  
 RISE (Researching Injustice and Social Equality) Research Award Reviewer, (May 2017)  
 Association for Psychological Science (APS)  
 Student Research Award Reviewer, Association for Psychological Science (May 2017)