

# JUSTIN WIEGAND

## *Curriculum Vitae*

### PERSONAL INFORMATION

*address*                    504 E. Armory Ave., Champaign, IL 61820

*email*                        [wiegand4@illinois.com](mailto:wiegand4@illinois.com)

*website*                    [www.JustinWiegand.com](http://www.JustinWiegand.com)

### EDUCATION

2013–2018  
(*expected*)                    **University of Illinois at Urbana-Champaign**

Ph.D. · School of Labor and Employment Relations (LER) ·  
LER Fellow

**Dissertation:** *Interest misfit and job satisfaction: A multi-sample and multi-method evaluation.*

**Committee:** Dean & Prof. Fritz Drasgow (Chair), Prof. James Rounds,  
Prof. Daniel Newman, & Associate Prof. Teresa Cardador

2009–2010                    **University of Illinois at Urbana-Champaign**

Master of Human Resources and Industrial Relations · LER ·  
Loichle Fellow · 4.00 GPA

2007–2009                    **Illinois State University**

Bachelor of Science · College of Business (COB) · Management and Quantitative  
Methods (Human Resources Management Concentration) · Minor: Sociology ·  
Honors Scholar · Summa Cum Laude · 4.00 GPA

### RESEARCH INTERESTS

Person-Environment Fit · Vocational Interests · Selection · Narcissism ·  
Research Methods

### MANUSCRIPTS UNDER REVIEW

**Wiegand, J.P.** & Bruno, R. (Revise and resubmit). [Title removed for peer-review].  
*Labor Studies Journal*.

**Wiegand, J.P.**, Drasgow, F., & Rounds, J. [Title removed for peer-review]. *Journal of  
Applied Psychology*.

## WORKS IN PROGRESS

- Amo, L., **Wiegand, J.P.**, & Grijalva, E. (Three studies completed; Final writing stage). Narcissism and person-environment fit: The appeal of leadership and prestige. (Target: *Journal of Applied Psychology*)
- Wiegand, J.P.** (In development). PE fit vs. PE optima: Extending polynomial regression and response surface methodology to non-commensurate measures. (Target: *Organizational Research Methods*)
- Phan, W.M.J., Cao, M., Song, Q., **Wiegand, J.P.**, Rangel, B., & Rounds, J. (Draft completed). Activities are not simple: Examining the multi-dimensional nature of work activities. (Target: *Journal of Vocational Behavior*)
- Chen, Y., Zhao, G., Zhang, Z., & **Wiegand, J.P.** (Draft completed). The congruence effects of leader- and group-rated LMX differentiation on relational conflict: The moderating role of group collectivism climate. (Target: *Academy of Management Journal*)

## TECHNICAL REPORTS

- Bruno, R. & **Wiegand, J.P.** (2016). *Union participation and the work fit-job satisfaction-nexus: A study of the Chicago Teachers Union*. Champaign, IL: Project for Middle Class Renewal.

## PUBLISHED PROCEEDINGS

- \***Wiegand, J.P.** & Bruno, R. (2017). *Unpacking job Satisfaction and union participation: The role of fit*. LERA Proceedings.  
\*LERA Double-Blind Refereed Paper Competition Winner

## CONFERENCE PRESENTATIONS

- Wiegand, J.P. & Kind, C. (April, 2018). *Advanced Use of Mechanical Turk for Data Collection (Master Tutorial)* To be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Chen, Y., Zhao, G., & Wiegand, J.P. (August, 2017). *The congruence effects of leader and group-rated LMX differentiation on relational conflict: The moderating role of group collectivism climate*. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.
- Wiegand, J.P. & Bruno, R. (June, 2017). *Unpacking job Satisfaction and union participation: The role of fit*. In S. Abraham (Chair), LERA Competitive Papers II. Presented at the 69th annual meeting of the Labor and Employment Relations Association. Anaheim, CA. \*LERA Double-Blind Refereed Paper Competition Winner
- Wiegand, J.P., Drasgow, F., & Rounds, J. (April, 2016). *RIASEC incongruence asymmetries differentially predict job satisfaction*. In A. Vanderstikken (Chair), When fit and misfit lead to counterintuitive results. Presented at the 31st annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Wiegand, J.P. & Grijalva, E. (August, 2015). *Narcissism and person-environment fit: The appeal of leadership and prestige*. In J. Vergauwe (Chair), The role of dark side personality in work and career contexts: Exploring new avenues. Presented at the 75th annual meeting of the Academy of Management. Vancouver, Canada.

Wiegand, J.P. (May, 2015). *Unpacking the black box between job satisfaction and union participation: The role of fit*. Presented at the 67th annual meeting of the Labor and Employment Relations Association. Pittsburgh, PA.

Cao, M., Cho S., Phan, W.M.J., Rangel, B., Song, Q., Wiegand, J.P. (May, 2015). *Development of a vocational interest computer adaptive test*. Presented at the Larsen Symposium. Champaign, IL.

Wiegand, J.P. & Grijalva, E. (April, 2014). *Narcissism and person-environment fit: The appeal of leadership and prestige*. Presented at the Illinois Leadership Research Conference. Champaign, IL.

## GRANTS & AWARDS

NSF INNOVATION CORPS GRANT (\$2,000)

LER DISSERTATION GRANT (\$400)

LER RESEARCH GRANT (\$1,000)

TIM JUDGE FELLOWSHIP (\$6,000)

ROBERT P. LARSEN GRANT FOR RESEARCH IN CAREER DEVELOPMENT (\$1,500)  
*with Cao, M., Cho S., Phan, W.M.J., Rangel, B., Song, Q.*

LER FELLOWSHIP (\$16,520)

LER HIGH GRADE AWARD (\$1,000)

LOICHLÉ FELLOWSHIP (\$8,972)

ISU BUSINESS STUDENT OF THE YEAR

ISU OUTSTANDING SENIOR IN MANAGEMENT

ISU DISTINGUISHED UNIVERSITY HONORS PROJECT

ISU ALUMNI BOARD LEGACY SCHOLAR

ISU UNIVERSITY CLUB FACULTY SCHOLAR

ISU OUTSTANDING JUNIOR IN MANAGEMENT

CATERPILLAR EXCELLENCE FUND SCHOLAR

ILLINOIS GENERAL ASSEMBLY SCHOLAR

ILLINOIS STATE SCHOLAR

FORD BLUE OVAL SCHOLAR

## TEACHING EXPERIENCE

*\*University List of Teachers Ranked as Excellent by their Students*

CITL Graduate College Teaching Certification: Spring 2017

[Link to Student Comments](#)

LER 562 *Online*: STAFFING AND PLANNING Spring 2018 (Current)

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

\*LER 562: STAFFING AND PLANNING Fall 2017

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

EVALUATIONS: Instructor Teaching Effectiveness = 4.7/5

\*LER 562 *Online*: STAFFING AND PLANNING Spring 2017

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

EVALUATIONS: Instructor Teaching Effectiveness = 4.3/5

LER 562: STAFFING AND PLANNING Fall 2016

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

EVALUATIONS: Instructor Teaching Effectiveness = 4.4/5

\*LER 593 LAB: QUANTITATIVE METHODS IN LER  
 University of Illinois, LER  
 ROLE: Lab instructor (T.A. for faculty member)  
 LEVEL: Graduate (Masters)  
 EVALUATIONS: Instructor Teaching Effectiveness = 4.6/5

Fall 2015

**SERVICE**

ADMISSIONS COMMITTEE MEMBER 2015–2016  
 University of Illinois, LER Champaign, IL

NEW DOCTORAL STUDENT CONSORTIUM: PDW CO-CHAIR 2015  
 Academy of Management Annual Meeting Vancouver, BC, Canada

NEW DOCTORAL STUDENT CONSORTIUM: WEBSITE CHAIR 2015  
 Academy of Management Annual Meeting Vancouver, BC, Canada

FACULTY-STUDENT WORKSHOP COMMITTEE MEMBER 2014–2015  
 University of Illinois, LER Champaign, IL

NEW DOCTORAL STUDENT CONSORTIUM: FINANCE COMMITTEE MEMBER 2014  
 Academy of Management Annual Meeting Philadelphia, PA

LUNDY COMMUNITY SERVICE BOARD MEMBER 2009–2010  
 University of Illinois, LER Champaign, IL

**SAMPLE OF MENTORED UNDERGRADUATES**

DATES	NAME	CURRENT POSITION
2017–present	Tara Kirchner	Undergraduate Student
2016–present	Mengjie Wang	Undergraduate Student
2015–2017	Yingyue Luan	UC Berkeley, M.A. student
2015–2016	Marta Zelenovic	Talent Acquisition Coordinator at Exelon

**SELECTED PROFESSIONAL EXPERIENCE**

PRE-EMPLOYMENT ASSESSMENT CONSULTANT 2017–present  
 Sift Select Urbana, IL

R.A. TO DEAN & PROF. FRITZ DRASGOW 2013–2016  
 University of Illinois School of Labor and Employment Relations Champaign, IL

H.R. MANAGEMENT EXAM WRITER & REVIEWER 2014  
 Certification Management Services (CMS) Heber City, UT

H.R. ANALYST 2011–2012  
 Shell Chemical Company Geismar, LA

H.R. GRADUATE INTERN 2010  
 Shell Trading US Company Houston, TX

COMPENSATION SYSTEM DESIGN 2010  
 KSi Conveyors Cissna Park, IL

## TECHNICAL SKILLS

### *Languages*

L<sup>A</sup>T<sub>E</sub>X · HTML · CSS

### *Software*

SAS · R · MPLUS · MATLAB · Stata · SPSS · Qualtrics ·  
LimeSurvey · Zotero · MS Office · MS Windows · Apple OS X ·  
Apple Logic Pro · Cakewalk Sonar

## MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Academy of Management · Society of Industrial-Organizational Psychology ·  
Labor and Employment Relations Association · Beta Gamma Sigma Business  
Honors Fraternity

## REFERENCES

- Fritz Drasgow* PROFESSOR OF LABOR AND EMPLOYMENT RELATIONS & PSYCHOLOGY  
DEAN OF THE SCHOOL OF LABOR AND EMPLOYMENT RELATIONS  
University of Illinois at Urbana-Champaign  
147 LER Building  
504 E. Armory Avenue  
Champaign, IL 61820  
Email: [fdrasgow@illinois.edu](mailto:fdrasgow@illinois.edu)
- James Rounds* PROFESSOR OF PSYCHOLOGY & EDUCATIONAL PSYCHOLOGY  
University of Illinois at Urbana-Champaign  
Psychology Department  
603 East Daniel Street  
Champaign, IL 61820  
Email: [jrounds@illinois.edu](mailto:jrounds@illinois.edu)
- Daniel Newman* PROFESSOR OF LABOR AND EMPLOYMENT RELATIONS & PSYCHOLOGY  
University of Illinois at Urbana-Champaign  
229 LER Building  
504 E. Armory Avenue  
Champaign, IL 61820  
Email: [d5n@illinois.edu](mailto:d5n@illinois.edu)

February 12, 2018