

JUSTIN WIEGAND

Curriculum Vitae

PERSONAL INFORMATION

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

email wiegand4@illinois.com

website www.JustinWiegand.com

EDUCATION

2013-present **University of Illinois at Urbana-Champaign**

Ph.D. Candidate · 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. (*Submitted*). [Title removed for peer-review]. Industrial
and Labor Relations Review.

**Approved for expedited review by LERA Editorial Board*

WORKS IN PROGRESS

Wiegand, J.P. (Analysis completed) Interest misfit and job satisfaction: A
multi-sample and multi-method evaluation. (Target: *Journal of Applied
Psychology*)

Amo, L., **Wiegand, J.P.**, & Grijalva, E. (Analysis completed) Narcissism and
person-environment fit: The appeal of leadership and prestige. (Target: *Journal
of Applied Psychology*)

Wiegand, J.P. (In progress) PE fit vs. PE optima: Extending polynomial regression
and response surface methodology to non-commensurate measures. (Target:
Organizational Research Methods)

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*)

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*)

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 Competitive Paper Winner

CONFERENCE PRESENTATIONS

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 Competitive Paper Winner

Wiegand, J.P., Drasgow, F., & Rounds, J. (April, 2016). *RIASEC incongruence asymmetries differentially predict job satisfaction*. In A. Vanderstucken (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)
LOICHLER 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 2017
University of Illinois, LER
ROLE: Instructor (full responsibility for course)
LEVEL: Graduate (Masters)
EVALUATIONS: Instructor Teaching Effectiveness = 4.3/5 (above university online average; online course averages trend lower than in-person courses)

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 (above university average)

*LER 593 LAB: QUANTITATIVE METHODS IN LER Fall 2015
University of Illinois, LER
ROLE: Lab instructor (T.A. for faculty member)
LEVEL: Graduate (Masters)
EVALUATIONS: Instructor Teaching Effectiveness = 4.6/5 (above university average)

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

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

| | |
|---|----------------------------|
| R.A. TO DEAN & PROF. FRITZ DRASGOW University of Illinois School of Labor and Employment Relations | 2013–2016 Champaign, IL |
| H.R. MANAGEMENT EXAM WRITER & REVIEWER Certification Management Services (CMS) | 2014 Heber City, UT |
| H.R. ANALYST Shell Chemical Company | 2011–2012 Geismar, LA |
| H.R. GRADUATE INTERN Shell Trading US Company | 2010 Houston, TX |
| COMPENSATION SYSTEM DESIGN KSi Conveyors | 2010 Cissna Park, IL |

TECHNICAL SKILLS

Languages

LaTeX · 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
- 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
- Daniel Newman* PROFESSOR OF LABOR AND EMPLOYMENT RELATIONS & PSYCHOLOGY
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October 4, 2017