

# 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-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. [Title removed for peer-review]. *Labor Studies Journal*.

### WORKS IN PROGRESS

**Wiegand, J.P.** (Three studies completed; Final writing stage). Interest misfit and job  
satisfaction: A multi-sample and multi-method evaluation. (Target: *Journal of  
Applied Psychology*)

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

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)  
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*

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  
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229 LER Building  
504 E. Armory Avenue  
Champaign, IL 61820  
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December 9, 2017