

JUSTIN WIEGAND

Curriculum Vitae

PERSONAL INFORMATION

school address 504 E. Armory Ave., Champaign, IL 61820
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personal email justin@justinwiegand.com
website www.justinwiegand.com

EDUCATION

2013–2018 **University of Illinois at Urbana-Champaign**

PhD · School of Labor and Employment Relations (LER) ·
LER Fellow

Dissertation: *Not all misfit is equal: A re-examination of vocational interest fit and job satisfaction*

Committee: Fritz Drasgow (Chair), James Rounds, Daniel Newman, 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 · 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

PUBLICATIONS

Wiegand, J.P. & Bruno, R. (2018) Job satisfaction and union participation: The role of
fit. *Labor Studies Journal*. <https://doi.org/10.1177/0160449X18787052>

MANUSCRIPTS UNDER REVIEW

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

PEER-REVIEWED PROCEEDINGS

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

TECHNICAL REPORTS

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

WORKS IN PROGRESS

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

Phan, W.M.J., Cao, M., Song, Q., **Wiegand, J.P.**, Rangel, B., & Rounds, J. (Two studies completed; Final writing stage). Activities are not simple: Examining the multi-dimensional nature of work activities. (Target: *Journal of Vocational Behavior*)

Cardador, T., Damian, R., & Wiegand, J.P. (Authorship order TBD; Final writing stage). Does more mean less? Examining ability and interest asymmetry as predictors of the gender gap in STEM career choice. (Target: *Journal of Applied Psychology*)

Chen, Y., Zhao, G., Zhang, Z., & Wiegand, J.P. (Authorship order TBD; First study 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*)

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*)

CONFERENCE PRESENTATIONS

Wiegand, J.P., Drasgow, F., & Rounds, J. (August, 2018). *Not all misfit is equal: A re-examination of vocational interest fit and job satisfaction*. To be presented at the 78th annual meeting of the Academy of Management. Chicago, IL.

Wiegand, J.P. & Kind, C. (April, 2018). *Advanced uses of Mechanical Turk for data collection (Master Tutorial)*. 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. 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)

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

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)

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

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

LER 562: STAFFING AND PLANNING Fall 2016

University of Illinois, LER

ROLE: Instructor (full responsibility for course)

LEVEL: Graduate (Masters)

*LER 593 LAB: QUANTITATIVE METHODS IN LER Fall 2015

University of Illinois, LER

ROLE: Lab instructor (T.A. for faculty member)
LEVEL: Graduate (Masters)

SERVICE

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|---|-------------------------------|
| ADMISSIONS COMMITTEE MEMBER University of Illinois, LER | 2015–2016 Champaign, IL |
| NEW DOCTORAL STUDENT CONSORTIUM: PDW Co-CHAIR Academy of Management Annual Meeting | 2015 Vancouver, BC, Canada |
| NEW DOCTORAL STUDENT CONSORTIUM: WEBSITE CHAIR Academy of Management Annual Meeting | 2015 Vancouver, BC, Canada |
| FACULTY-STUDENT WORKSHOP COMMITTEE MEMBER University of Illinois, LER | 2014–2015 Champaign, IL |
| NEW DOCTORAL STUDENT CONSORTIUM: FINANCE COMMITTEE MEMBER Academy of Management Annual Meeting | 2014 Philadelphia, PA |
| LUNDY COMMUNITY SERVICE BOARD MEMBER University of Illinois, LER | 2009–2010 Champaign, IL |

MENTORED UNDERGRADUATES

| DATES | NAME | CURRENT POSITION |
|-----------|-----------------|---|
| 2017–2018 | Tara Kirchner | University of Illinois, MHRIR Student |
| 2016–2018 | Mengjie Wang | University of Illinois, MHRIR Student |
| 2015–2017 | Yingyue Luan | University of Cambridge, PhD Student |
| 2015–2016 | Yiwei Zhang | Northwestern, Master of Applied Analytics Student |
| 2015–2016 | Marta Zelenovic | GE Digital, Recruiting Coordinator |

SELECTED PROFESSIONAL EXPERIENCE

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| PRINCIPAL CONSULTANT Sift Human Resources LLC | 2017–present Urbana, IL |
| INSTRUCTOR University of Illinois School of Labor and Employment Relations | 2016–2018 Champaign, IL |
| RA TO FRITZ DRASGOW University of Illinois School of Labor and Employment Relations | 2013–2016 Champaign, IL |
| HR MANAGEMENT EXAM WRITER & REVIEWER Certification Management Services (CMS) | 2014 Heber City, UT |
| RESIDENTIAL TREATMENT FACILITY HOUSEPARENT Gateway Woods Family Services | 2012–2013 Leo, IN |
| HR ANALYST Shell Chemical Company | 2011–2012 Geismar, LA |
| HR GRADUATE INTERN Shell Trading US Company | 2010 Houston, TX |
| COMPENSATION SYSTEM CONSULTANT KSi Conveyors | 2010 Cissna Park, IL |

TECHNICAL SKILLS

Languages

L^AT_EX · 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 East 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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August 1, 2018