

# JUSTIN WIEGAND

## *Curriculum Vitae*

### PERSONAL INFORMATION

*school address*      504 E. Armory Ave., Champaign, IL 61820  
*school email*        [wiegand4@illinois.com](mailto:wiegand4@illinois.com)  
*personal email*      [justin@justinwiegand.com](mailto:justin@justinwiegand.com)  
*website*              [www.justinwiegand.com](http://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:** 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.,** Drasgow, F., & Rounds, J. (**Revise and resubmit**). [Title removed for  
peer-review]. *Journal of Applied Psychology*.

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

### PUBLISHED PEER-REVIEWED 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

## 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.

## 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; In development). Interests, jobs, and gender: Differences in the pursuit of STEM careers. (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*)

## 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 Use 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. 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 <i>Online</i> : STAFFING AND PLANNING University of Illinois, LER ROLE: Instructor (full responsibility for course) LEVEL: Graduate (Masters) EVALUATIONS: Instructor Teaching Effectiveness = <i>forthcoming</i>	Spring 2018
*LER 562: STAFFING AND PLANNING University of Illinois, LER ROLE: Instructor (full responsibility for course) LEVEL: Graduate (Masters) EVALUATIONS: Instructor Teaching Effectiveness = 4.7/5	Fall 2017
*LER 562 <i>Online</i> : STAFFING AND PLANNING University of Illinois, LER ROLE: Instructor (full responsibility for course) LEVEL: Graduate (Masters) EVALUATIONS: Instructor Teaching Effectiveness = 4.3/5	Spring 2017
LER 562: STAFFING AND PLANNING University of Illinois, LER ROLE: Instructor (full responsibility for course) LEVEL: Graduate (Masters) EVALUATIONS: Instructor Teaching Effectiveness = 4.4/5	Fall 2016
*LER 593 LAB: QUANTITATIVE METHODS IN LER University of Illinois, LER	Fall 2015

ROLE: Lab instructor (T.A. for faculty member)  
 LEVEL: Graduate (Masters)  
 EVALUATIONS: Instructor Teaching Effectiveness = 4.6/5

**SERVICE**

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**

PRINCIPAL CONUSLTANT <a href="#">Sift Human Resources LLC</a>	2017– <i>present</i> Urbana, IL
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
RESIDENTIAL TREATMENT FACILITY HOUSEPARENT Gateway Woods Family Services	2012–2013 Leo, IN
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  
University of Illinois at Urbana-Champaign  
229 LER Building  
504 E. Armory Avenue  
Champaign, IL 61820  
Email: [d5n@illinois.edu](mailto:d5n@illinois.edu)

May 11, 2018