

JUSTIN P. WIEGAND

Curriculum Vitae

PERSONAL INFORMATION

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website www.justinwiegand.com

ACADEMIC POSITIONS

2019–present San Diego State University
ASSISTANT PROFESSOR
Fowler College of Business: Department of Management

EDUCATION

2013–2018 University of Illinois at Urbana-Champaign
DOCTOR OF PHILOSOPHY (Ph.D.)
School of Labor and Employment Relations (LER)
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
LER Fellow

2009–2010 University of Illinois at Urbana-Champaign
MASTER OF HUMAN RESOURCES AND INDUSTRIAL RELATIONS (M.H.R.I.R.)
School of Labor and Employment Relations
Loichle Fellow

2007–2009 Illinois State University
BACHELOR OF SCIENCE (B.S.)
College of Business
Major: Management and Quantitative Methods (Human Resources Management Concentration) · Minor: Sociology
Honors Scholar · Summa Cum Laude

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. [Title removed for peer-review]. *Journal of Vocational Behavior*.
- Cardador, M. T., Damian, R. I., & Wiegand, J. P. (Revise and resubmit). [Title removed for peer-review]. *Journal of Career Assessment*.

PEER-REVIEWED PROCEEDINGS

- Hoek, J., Lonergan Erickson, K., & Wiegand, J. P. (2019). *People - pigs - process - performance: Creating the irresistible workplace*. AASV 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 Teachers Union*. Champaign, IL: Project for Middle Class Renewal.

CONFERENCE PRESENTATIONS

- Wiegand, J. P. Drasgow, F., & Rounds, J. (June, 2020). *Misfit Matters: A Re-Examination of Interest Fit and Job Satisfaction*. In LERA Best Papers: Wages and Skills. To be presented at the 72nd annual meeting of the Labor and Employment Relations Association. Portland, OR.
- Wiegand, J. P. (Date TBD due to COVID-19). *Mastering the Hiring Process: Building Powerful Resumes and Unpacking Hiring Assessments*. To be presented at the 2020 San Diego State Staff Professional Development Conference. San Diego, CA.
- Cardador, M. T., Wiegand, J. P., & Damian, R. I. (April, 2019). *Does more mean less? Examining a breadth-based model of interests as a predictor of the gender gap in STEM*. In D. Sullivan & M. Barrick (Co-Chairs), *Person-Environment Fit in the 21st Century: Exploring Future Research Directions*. Presented at the 34th annual conference of the Society for Industrial and Organizational Psychology. National Harbor, MD.
- Hoek, J., Lonergan Erickson, K., & Wiegand, J. P. (March, 2019). *People - pigs - process - performance: Creating the irresistible workplace*. In *Emerging Technologies for the Swine Industry*. Presented at the 50th annual meeting of the American Association of Swine Veterinarians. Orlando, FL.
- Wiegand, J. P., Drasgow, F., & Rounds, J. (August, 2018). *Not all misfit is equal: A re-examination of vocational interest fit and job satisfaction*. 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)

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

MGT 496: HR ANALYTICS Ongoing
San Diego State University, Department of Management
ROLE: Professor
LEVEL: Undergraduate

MGT 352: HR MANAGEMENT Ongoing
San Diego State University, Department of Management
ROLE: Professor
LEVEL: Undergraduate

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

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

MENTORED STUDENTS

DATES	NAME	CURRENT POSITION
2019–present	Divyarth Churiwal	San Diego State University, M.I.S. Student
2017–2018	Tara Kirchner	Honeywell, HR Generalist
2016–2018	Mengjie Wang	University of Illinois, M.H.R.I.R. Student
2015–2017	Yingyue Luan	University of Cambridge, Ph.D. Candidate
2015–2016	Yiwei Zhang	Deloitte Consulting, Business Technology Analyst
2015–2016	Marta Zelenovic	GE Aviation, Recruiting Coordinator

SELECTED PROFESSIONAL EXPERIENCE

PRINCIPAL CONSULTANT Sift Human Resources	2017–present San Diego, CA
INSTRUCTOR University of Illinois School of Labor and Employment Relations	2016–2018 Champaign, IL
RESEARCH ASSISTANT 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

LaTeX · HTML · CSS

Software

SAS · R · MPLUS · MATLAB · Stata · SPSS · Qualtrics ·
LimeSurvey · Zotero · MS Office

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

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

March 27, 2020