

JUSTIN WIEGAND

Curriculum Vitae

PERSONAL INFORMATION

school address 504 E. Armory Ave., Champaign, IL 61820
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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: 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 · 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. (*in press*) Job satisfaction and union participation: The role
of fit. *Labor Studies Journal*.

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)

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 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 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 2017–*present*
[Sift Human Resources LLC](#) Urbana, IL

R.A. TO DEAN & PROF. FRITZ DRASGOW 2013–2016
 University of Illinois School of Labor and Employment Relations Champaign, IL

H.R. MANAGEMENT EXAM WRITER & REVIEWER 2014
 Certification Management Services (CMS) Heber City, UT

RESIDENTIAL TREATMENT FACILITY HOUSEPARENT 2012–2013
 Gateway Woods Family Services Leo, IN

H.R. ANALYST 2011–2012
 Shell Chemical Company Geismar, LA

H.R. GRADUATE INTERN 2010
 Shell Trading US Company Houston, TX

COMPENSATION SYSTEM DESIGN 2010
 KSi Conveyors 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 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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229 LER Building
504 E. Armory Avenue
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July 20, 2018