

JUSTIN P. WIEGAND

Curriculum Vitae

PERSONAL INFORMATION

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ACADEMIC POSITION

2019–present ASSISTANT PROFESSOR
 SAN DIEGO STATE UNIVERSITY
 Fowler College of Business – Department of Management

EDUCATION

2013–2018 DOCTOR OF PHILOSOPHY (PH.D.)
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
 School of Labor and Employment Relations (LER)
 Committee: Fritz Drasgow (Chair), James Rounds, Daniel Newman, Teresa Cardador
 LER Fellow

2009–2010 MASTER OF HUMAN RESOURCES & INDUSTRIAL RELATIONS
 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
 School of Labor and Employment Relations (LER)
 4.00 GPA · Loichle Fellow

2007–2009 BACHELOR OF SCIENCE (B.S.)
 ILLINOIS STATE UNIVERSITY
 College of Business – Department of Management and Quantitative Methods
 Human Resource Management Concentration and Sociology Minor
 4.00 GPA · Summa Cum Laude · Honors Scholar

REFEREED JOURNAL ARTICLES

Chung, B. G., Shore, L. M., **Wiegand, J. P.**, & Xu, J. (2024). The effects of inclusive psychological climate, leader inclusion, and workgroup inclusion on trust and organizational identification. *Equality, Diversity and Inclusion*.
<https://doi.org/10.1108/edi-08-2023-0278>

Wiegand, J. P. (2023). When overqualification turns dark: A moderated-mediation model of perceived overqualification, narcissism, frustration and counterproductive work behavior. *Personality and Individual Differences*.
<https://doi.org/10.1016/j.paid.2023.112351>

Wiegand, J. P., Drasgow, F., & Rounds, J. (2021). Misfit matters: A re-examination of interest fit and job satisfaction. *Journal of Vocational Behavior*.
<https://doi.org/10.1016/j.jvb.2020.103524>

Cardador, M. T., Damian, R. I., & **Wiegand, J. P.** (2021). Does more mean less? Interest surplus and the gender gap in STEM careers. *Journal of Career Assessment*. <https://doi.org/10.1177/1069072720930658>

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 AT REFEREED JOURNALS

Wiegand, J. P., & Morgan T. J. (Under review). [Title removed for peer-review]. *Journal of Vocational Behavior*.

REFEREED PROCEEDINGS

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

CONFERENCE PRESENTATIONS

Shore, L. M., Chung, B. G., & Wiegand, J. P. (August, 2024). *Impact of leader inclusion behavior on employee psychological safety, performance and burnout*. In Lisa Nishii & Amy Randel (Discussants), Deepening Our Understanding of Inclusive Leadership: A Multi-Level, Multi-Identity-Group Perspective. Presented at the 84th annual meeting of the Academy of Management. Chicago, IL.

Chung, B. G., Shore, L. M., & Wiegand, J. P. (August, 2023). *Trickle-down effects of climate, inclusive leadership, and workgroup inclusion on trust and organizational identification*. In Quinetta M. Roberson (Discussant), Understanding Inclusive Leadership through a Global Lens: Putting the Worker Front and Center. Presented at the 83rd annual meeting of the Academy of Management. Boston, MA.

Chung, B. G., Shore, L. M., & Wiegand, J. P. (August, 2022). *Leader inclusion and mediation effects of psychological safety and decision-making*. In Jessica B. Rodell (Chair), Diversity, Equity, and Inclusion: Going Beyond Traditional Views of DEI in the Workplace. Presented at the 82nd annual meeting of the Academy of Management. Seattle, WA.

Chung, B. G., Shore, L. M., Wiegand, J. P., & Xu, J. (August, 2020). *Facilitators of workgroup inclusion that contribute to employee trust*. In Lisa H. Nishii (Chair), Broadening Our Sight: New Perspectives on Inclusion at Work and the Role of Inclusive Leadership. Presented at the 80th annual meeting of the Academy of Management. Virtual due to COVID-19.

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. Presented at the 72nd annual meeting of the Labor and Employment Relations Association. Virtual due to COVID-19.

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.
- 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

SDSU DIVISION OF RESEARCH AND INNOVATION SEED GRANT
 SDSU GRADUATE FEE GRANT
 SDSU MANAGEMENT DEPARTMENT RESEARCH GRANT
 NSF INNOVATION CORPS GRANT
 LER RESEARCH GRANT
 LER DISSERTATION GRANT
 TIM JUDGE FELLOWSHIP
 ROBERT P. LARSEN GRANT FOR RESEARCH IN CAREER DEVELOPMENT
with Cao, M., Cho S., Phan, W.M.J., Rangel, B., Song, Q.
 LER FELLOWSHIP
 LER HIGH GRADE AWARD
 LOICHLER FELLOWSHIP
 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 468: HR ANALYTICS San Diego State University, Fowler College of Business ROLE: Professor LEVEL: Undergraduate	Spring 2020–present
MGT 352: HR MANAGEMENT San Diego State University, Fowler College of Business ROLE: Professor LEVEL: Undergraduate	Fall 2019–present
BA 795: BUSINESS CONSULTING San Diego State University, Fowler College of Business ROLE: Faculty Advisor LEVEL: Graduate (Masters)	Spring 2020, 2021, 2022
LER 562: STAFFING AND PLANNING University of Illinois, LER ROLE: Instructor (full responsibility for course) LEVEL: Graduate (Masters)	Fall 2016–Spring 2018
LER 593 LAB: QUANTITATIVE METHODS IN LER University of Illinois, LER ROLE: Lab Instructor and Teaching Assistant LEVEL: Graduate (Masters)	Fall 2015

SERVICE

MANAGEMENT DEPARTMENT ASSESSMENT COMMITTEE SDSU, Fowler College of Business, Department of Management	2023–present San Diego, CA
GENERAL MANAGEMENT MAJOR CURRICULUM REVISION TASK FORCE SDSU, Fowler College of Business, Department of Management	2020–present San Diego, CA
MASTER'S THESIS COMMITTEE MEMBER (KAT DINERSHTEYN) SDSU, Department of Psychology	2021 San Diego, CA
SDSU STUDENT RESEARCH SYMPOSIUM JUDGE SDSU	2021 San Diego, CA
DEPARTMENT RETREAT PLANNING COMMITTEE AND FACILITATOR SDSU, Fowler College of Business, Department of Management	2020 San Diego, CA
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

MENTORED STUDENTS

DATES	NAME	POSITION OR DEGREE ATTAINED
2024–	Priyansh Zinzuvadia	SDSU, M.S. Big Data Analytics
2023–2024	Saakshi Jamwal	SDSU, M.S. Information Systems
2023	Pallavi Kumar	SDSU, M.S. Computer Science
2023	Himani Mishra	Amazon, Software Development Engineer
2021–2022	Raj Patil	Walmart, Software Engineer III
2021–2022	Ashwathy Sasidharan	NXP Semiconductors, Digital Design Engineer
2021	Deepshika Poobalan	Google, Data Analyst
2020–2021	Simran Modi	Meta, Data Engineer
2019–2020	Divyarth Churiwal	Qualcomm, Supply Chain Analyst
2017–2018	Tara Kirchner	Guidewire, Sr. People Generalist
2016–2018	Mengjie Wang	University of Illinois, M.H.R.I.R.
2015–2017	Yingyue Luan	University of Cambridge, Ph.D. Candidate
2015–2016	Yiwei Zhang	McKinsey & Company, Sr. Data Scientist
2015–2016	Marta Zelenovic	Nexus Pharmaceuticals, HR Lead

SELECTED PROFESSIONAL EXPERIENCE

PRINCIPAL CONSULTANT Sift Human Resources	2017–present Escondido, CA
RESEARCH ASSISTANT TO FRITZ DRASGOW University of Illinois School of Labor and Employment Relations	2013–2016 Champaign, IL
HR ANALYST Shell Chemical Company	2011–2012 Geismar, LA
HR GRADUATE INTERN Shell Trading US Company	2010 Houston, TX

RESEARCH INTERESTS

Person-Environment Fit · Vocational Interests · Narcissism · Inclusion · Research Methods

TECHNICAL SKILLS

R · SAS · MPLUS · SPSS · Qualtrics · LimeSurvey · L^AT_EX · MS Office · Zotero

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

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

August 23, 2024