

Jeremy L. Schoen, PhD

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Education

Ph.D. 2011	Georgia Institute of Technology, Atlanta, GA Scheller College of Business Major: Organizational Behavior, Minor: Statistics
MS 2004	Rose-Hulman Institute of Technology, Terre Haute, IN Major: Engineering Management
BS 1999	Rose-Hulman Institute of Technology, Terre Haute, IN Major: Electrical Engineering, Minor: Language and Literature

Professional Experience

August 2011 – Present	Assistant Professor – Business and Statistics
August 2010 – July 2011	Instructor – Business and Statistics Georgia Gwinnett College, Lawrenceville, GA
August 2005 – July 2010	PhD Student, Georgia Institute of Technology, Atlanta, GA
October 2004 – August 2005	Engineer & Business Development Integrated Control Solutions, Cedartown, GA
August 2003 – August 2004	Project Consultant & Business Development Rose-Hulman Ventures Incubator, Terre Haute, IN
September 2000 – August 2003	Electrical Engineer Delphi, Kokomo, IN
July 1999 – September 2000	Pratt & Whitney, Hartford, CT & West Palm Beach, FL

Research Interests

My research program examines how employee personality characteristics (creativity, integrity) are related to both positive (innovation, entrepreneurship) and negative (counter-productive workplace behavior) organizational outcomes. I also have secondary interests related to research methods and statistics.

Teaching Interests

My teaching interests include graduate and undergraduate courses in organizational behavior, creativity & decision-making, and entrepreneurship. In addition, I have secondary interests related to teaching research methods and statistics.

Peer Reviewed Publications

Schoen, J. L., Bowler, J. L., & Schilpzand, M. C. (in press) Conditional Reasoning Test for Creative Personality: Rationale, Theoretical Development, and Validation. *Journal of Management*.

Schoen, J. L. (2015) Effects of implicit achievement motivation, expected evaluations, and domain knowledge on creative performance. *Journal of Organizational Behavior*, 36, 319-338.

Schoen, J. L., DeSimone, J. D., & James, L. R. (2011). Exploring the meaning, effect, and size of joint variance between independent variables and a criterion. *Organizational Research Methods*, 14, 674-695.

Book Chapters

LeBreton, J. M., & Schoen, J. L. (in press). Conditional reasoning. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed.). Sage.

LeBreton, J. M., Schoen, J. L., & James, L. R. (in press). Situational specificity, validity generalization, and the future of psychometric meta-analysis. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection* (2nd ed.). New York: Routledge.

Invited Manuscripts

LeBreton, J. M., Grimaldi, E. M., & Schoen, J. L. (invited manuscript in preparation). Practical recommendations for the development and validation of conditional reasoning tests. Unpublished manuscript invited for consideration in special issue at *Organizational Research Methods* (Guest Editor: Jose Cortina).

Manuscripts with Invited Revisions

Schoen, J. L., DeSimone, J. A., Meyer, R. D., Schnure, K. A., & LeBreton, J. M. Identifying, defining, and measuring justification mechanisms: The implicit biases underlying personality. Under review at *Journal of Applied Psychology*.

Manuscripts in Progress

DeSimone, J. A., Köhler, T., & Schoen, J. L. I say potato, you say tomato: Interpreting meta-analytic results like a critical realist. *Targeted for Organizational Research Methods*.

Schoen, J. L., DeSimone, J. A., & LeBreton, J. M. Conditional Reasoning as a theory of personality: Review of 20 years of conditional reasoning research, synthesis, future directions, and implications for management. *Targeted for Academy of Management Review*.

DeSimone, J. A., & Schoen, J. L. The type of moderation your meta-analysis never told you about: Moderation effects not detectable by meta-analytic techniques. *Targeted for Journal of Management*.

Schoen, J. L. A Conditional Reasoning Test For The Trait Of Integrity: Development and Validation of the CRT-I. *Targeted for Journal of Applied Psychology*.

Conference Presentations & Papers

Schoen, J. L., & LeBreton, J. M. co-chairs (2016). PDW: Thinking about Implicit Personality Research? We've got Your Back. Academy of Management Annual Meeting, Anaheim, CA.

Schoen, J. L., & Meyer, R. D. (2016). Defining and Discovering JMs: A Method and Suggestions. Presented at the Latest Findings in Conditional Reasoning: Writing JMs and New Scales Symposium at the Society of Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

DeSimone, J. A., & Schoen, J. L. (2016). A Psychometric Assessment of the Conditional Reasoning Test for Integrity. Presented at the Latest Findings in Conditional Reasoning: Writing JMs and New Scales Symposium at the Society of Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

Schoen, J. L., & DeSimone, J. A. (2015). The Conditional Reasoning Perspective On Personality: Management Implications And Future Directions. Presented at the Academy of Management Annual Meeting, Vancouver.

DeSimone, J. A., & Schoen, J. L. (2015). Moderation Effects not Detectable by Meta-Analytic Techniques. Presented at the Society of Industrial and Organizational Psychology Annual Meeting, Philadelphia.

Schilpzand, M. C., Schoen, J. L., & Bowler, J. L. (2015). Development of an implicit measure of creative personality. Presented at Latest Findings in Conditional Reasoning: New Scales and Multiple Motives Symposium at the Society of Industrial and Organizational Psychology Annual Meeting, Philadelphia.

Schoen, J. L. (2015). Development of an implicit measure of integrity. Presented at Latest findings in Conditional Reasoning: New Scales and Multiple Motives Symposium at the Society of Industrial and Organizational Psychology Annual Meeting, Philadelphia.

Schoen, J. L., & Schilpzand, M. (2013). Rationale and theoretical development for an implicit measure of creative personality. Presented at OB: Innovations in Creativity Research Paper Session at the Southern Management Association Annual Meeting, New Orleans.

Schoen, J. L. (2012). Utility of implicit personality: Effects of achievement motivation and evaluations on creativity. Presented at the Creativity Enablers and Barriers Paper Session at the Academy of Management Annual Meeting, Boston.

Shalley, C. E., and Schoen, J. L. (2009). Creative personality, goal orientation, and creative performance. Presented at the Goal Setting and Goal Management Paper Session at the Academy of Management Annual Meeting, Chicago.

Shalley, C. E., and Schoen, J. L. (2008). Creative personality, goal orientation, and creative performance. Presented at the Facilitating Creativity and Innovation: Personal, Contextual, and Team Characteristics Symposium at the Society of Industrial and Organizational Psychology Annual Meeting, San Francisco.

Additional Research / Data Collections in Progress

Schoen, J. L., & Köhler, T. Correcting validity coefficients for reliability in meta-analysis using alpha: Too much of a good thing? *Targeted for Journal of Applied Psychology*.

Teaching Experience

Fall 2010 – Present

Organizational Behavior
 Organizational Behavior - Internationalized
 Principles of Management
 Decision Making and Creative Problem Solving
 Introduction to Business Statistics
 Environment of Business
Georgia Gwinnett College

Spring 2007 - 2010

Organizational Behavior
Georgia Institute of Technology

University Service

Fall 2014 – Present

Parking Appeals Committee

Fall 2011 – Fall 2014

IRB Committee Member

Fall 2012 – Fall 2013

IEE5 Goal Team Member

Georgia Gwinnett College Committees

Fall 2011 – Fall 2014

Social Committee (chair: Fall 2012-Fall 2013)
 Educational Technology (chair: Fall 2015-present)
School of Business Committees

National Service

Ad Hoc Reviews

Organizational Research Methods; 2015

Applied Psychology: An International Review; 2015

Journal of Management; 2012-2014

Entrepreneurship Theory and Practice; 2012-2013

Academy of Management Annual Meetings

Southern Management Association Annual Meetings

Society for Industrial Organizational Psychology Annual Meetings

Professional Activities

Member, Academy of Management

Member, Southern Management Association

Member, American Psychological Association

Member, Society for Industrial and Organizational Psychology

Awards and Recognition

Recognized by the Georgia Gwinnett College Center for Teaching Excellence via their Thank a Teaching Program for teaching excellence.

Recognized by the Georgia Institute of Technology's Center for the Enhancement of Teaching and Learning via their Thank a Teacher Program for teaching excellence.

References

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