
Jeremy Bowers Schoen, Ph.D.

Assistant Professor of Management

Academic Background

Ph.D. Georgia Institute of Technology, Organizational Behavior, 2011

Ph.D. Georgia Institute of Technology, Atlanta, GA, Business (Psychology minor), 2011

M.S. Rose-Hulman Institute of Technology, Terre Haute, IN, Engineering Management, 2004

B.S. Rose-Hulman Institute of Technology, Terre Haute, IN, Electrical Engineering (Language and Literature minor), 1999

Non-Academic Experience

National

Business Adviser, Rose-Hulman Ventures (September, 2003 - August, 2004), Terre Haute, Indiana.

Electrcial Engineer, Delphi (September, 2000 - August, 2003), Kokomo, Indiana.

Electrcial Engineer, Pratt & Whitney (July, 1999 - September, 2000), West Palm Beach, Florida.

Refereed Articles

Schoen, J., Bowler, J. L., & Schilpzand, M. C. (2018). Conditional reasoning test for creative personality: Rationale, theoretical development, and validation. *Journal of Management*, 44 (4), 1651-1677, doi: 10.1177/0149206315618012.

DeSimone, J. A., Köhler, T., & Schoen, J. L. (in press, 2018). If it were only that easy: The use of meta-analytic research by organizational scholars. *Organizational Research Methods*.

Schoen, J. (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.

Invited Articles/Reviews

LeBreton, J. M., Elizabeth, G. M., & Schoen, J. L. (in press, 2015). Practical recommendations for the development and validation of conditional reasoning tests. *Organizational Research Methods*.

Papers Under Review

DeSimone, J., Davison, H. Kristl, Schoen, J., & Bing, M. (2017). "Insufficient effort responding as a meaningful construct ana a partial function of latent aggression," Initial submission to *Organizational*

Book Chapters

Non-Refereed

LeBreton, J. & Schoen, J. L. (2017). Conditional Reasoning. *The SAGE encyclopedia of industrial and organizational psychology (2nd ed.)*. Sage Publications.

Refereed

LeBreton, J. M., Schoen, J. L., & James, L. R. (2017). Situational specificity and validity generalization. *Handbook of employee selection (2nd ed.)*. Routledge.

Meyer, R. & Schoen, J. (2017). Conditional Reasoning. *Encyclopedia of individual differences*. Springer International Publishing.

Refereed Proceedings

Full Paper

Schoen, J. (2015). Development of an implicit measure of integrity. *Society of Industrial and Organizational Psychology*.

Schoen, J. L. & Bowler, J. L. (2015). Development of an implicit measure of creative personality. *Society of Industrial and Organizational Psychology*.

DeSimone, J. A. & Schoen, J. L. (2015). Moderation Effects not Detectable by Meta-Analytic Techniques. *Society of Industrial and Organizational Psychology*.

Abstract Only

Schoen, J. L. & DeSimone, J. A. (2015). The Conditional Reasoning Perspective On Personality: Management Implications And Future Directions. *Academy of Management*.

Schoen, J. L. (2013). Rationale and theoretical development for an implicit measure of creative personality. *Southern Management Association*.

Schoen, J. L. (2012). Utility of implicit personality: Effects of achievement motivation and evaluations on creativity. *Academy of Management*.

Shalley, C. E. & Schoen, J. L. (2009). Creative personality, goal orientation, and creative performance. *Academy of Management*.

Shalley, C. E. & Schoen, J. L. (2008). Creative personality, goal orientation, and creative performance. *Society of Industrial and Organizational Psychology*.

Working Papers

Schoen, J. & DeSimone, J. A. (2015). "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., DeSimone, J. A., Meyer, R. D., Schnure, K. A., & LeBreton, J. (2015). "Utilizing inductive top-down theorizing to develop justification mechanism for conditional reasoning," targeted for Journal of Management.

Presentation of Refereed Papers

International

- DeSimone, J., Köhler, T., & Schoen, J. (2017). *Are meta-analyses being interpreted correct?* Academy of Management, Atlanta, Georgia.
- DeSimone, J. A., Davison, H. Kristl, Schoen, J. L., & Bing, M. N. (2017). *Insufficient effort responding as a meaningful construct and partial function of latent aggression.* Academy of Management, Atlanta, Georgia.
- DeSimone, J. A., Köhler, T., & Schoen, J. L. (2017). *Are meta-analyses being interpreted correctly?* Academy of Management Meeting, Atlanta, Georgia.
- DeSimone, J., Davison, H. Kristl, Schoen, J., & Bing, M. (2017). *Insufficient effort responding as a meaningful construct ana a partial function of latent aggression.* Academy of Management, Atlanta, Georgia.
- Schoen, J. L. & DeSimone, J. A. (2017). *A discussion of three relative importance techniques.* Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Schoen, J. (2017). *Correcting coefficients for reliability: Too much of a good thing?* Society of Industrial and Organizational Psychology, Orlanda, Florida.
- Schoen, J. L. & Schilpzand, M. C. (2017). *The effects of implicit creative personality on team conflict.* Society for Industrial and Organizational Society, Chicago, Illinois.
- DeSimone, J. & Schoen, J. (2016). *A psychometric assessment of the conditional reasoning test for integrity.* Society of Industrial and Organizational Psychology, Anaheim, California.
- Schoen, J. & LeBreton, J. (2016). *PDW: Thinking about implicit personality research? We've got your back.* Academy of Management, Anaheim, California.
- Schoen, J. & LeBreton, J. M. (2016). *PDW: Thinking about Implicit Personality Research? We've got your back.* Academy of Management, Anaheim, California.
- Schoen, J. & Meyer, R. D. (2016). *Defining and discovering JMs: A method and suggestions.* Society of Industrial and Organizational Psychology, Anaheim, California.
- DeSimone, J. A. & Schoen, J. L. (2015). *Moderation effects not detectable by meta-analytic techniques.* Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Schilpzand, M. C., Schoen, J. L., & Bowler, J. L. (2015). *Development of an implicit measure of creative personality.* Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Schoen, J. (2015). *Development of an implicit measure of integrity.* Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Schoen, J. & DeSimone, J. A. (2015). *The conditional reasoning perspective on personality: Management implications and future directions.* Academy of Management, Vancouver, Canada-British Columbia.
- Schoen, J. & Schilpzand, M. C. (2013). *URationale and theoretical development for an implicit measure of implicit creative personality.* Southern Management Association Conference, New Orleans, Louisiana.
- Schoen, J. (2012). *Utility of implicit personality: Effects of achievemet motivation and evaluations on creativity.* Academy of Management, Boston, Massachusetts.
- Shalley, C. E. & Schoen, J. L. (2009). *Creative personality, goal orientation, and creative performance.* Academy of Management, Chicago, Illinois.
- Shalley, C. E. & Schoen, J. L. (2008). *Creative personality, goal orientation, and creative performance.* Society of Industrial and Organizational Psychology, San Francisco, California.

Memberships

American Psychological Association, 2011-current

Southern Management Association, 2010-current

Society for Industrial & Organizational Psychology, 2008-current

