

Jason G. Randall, Ph.D.

University at Albany, SUNY

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EDUCATION

Rice University, Houston, Texas

Ph.D. in Industrial/Organizational Psychology July, 2015

Dissertation Title: *Mind Wandering and Self-directed Learning: Testing the Efficacy of Self-Regulation Interventions to Reduce Mind Wandering and Enhance Online Training Performance*

Dissertation Committee: Anton J. Villado (chair), Margaret E. Beier, Erik Dane, & Michelle R. Hebl

M.A. in Industrial/Organizational Psychology December, 2012

Thesis Title: *Is Retest Bias Biased? An Examination of Race, Sex, and Ability Differences in Retest Performance on the Wonderlic Personnel Test*

Thesis Committee: Anton J. Villado (chair), Margaret E. Beier, & Frederick L. Oswald

Brigham Young University, Provo, Utah

B.S. in Psychology, minor in Business Management April, 2010

Psychology Department Valedictorian, Magna Cum Laude, GPA: 3.94

PROFESSIONAL EMPLOYMENT

University at Albany, State University of New York, Albany, New York

Visiting Assistant Professor, Department of Psychology August, 2015 - July 2016

University of Houston—Clear Lake, Houston, Texas

Adjunct Faculty, School of Business January 2014 - August 2014

Rice University, Houston, Texas

Lecturer, Department of Psychology May 2012 - June 2014

PUBLICATIONS

Randall, J. G., Oswald, F. L., & Beier, M. E. (2014). Mind-wandering, cognition, and performance: A theory-driven meta-analysis of attention regulation. *Psychological Bulletin*, *140*, 1411-1431. (Impact Factor: 14.756)

Villado, A. J., **Randall, J. G.**, & Zimmer, C. U. (2015, July 3). Examining the effect of predictor method characteristics on GMA retest score gains. *Journal of Business and Psychology*. Advance online publication. (Impact Factor: 2.075)

Randall, J. G., Villado, A. J., & Zimmer, C. U. (In Press). Is retest bias biased? Examining race and sex differences in retest performance. *Journal of Personnel Psychology*. (Impact Factor: 0.805)

BOOK CHAPTERS

Beier, M. E., Villado, A. J., & **Randall, J. G.** (2015). Cognitive ability and training: Practical implications from the science of learning. In K. G. Brown (Ed.), *Cambridge handbook of workplace training and employee development*. Cambridge University Press.

Villado, A. J. & **Randall, J. G.** (2015). Retesting. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology (2nd ed)*. Thousand Oaks, CA: Sage.

MANUSCRIPTS UNDER REVIEW

Randall, J. G., & Villado, A. J. (2nd Revise and Resubmit). Take two: Theoretical and practical considerations and recommended practices for retesting. *Human Resource Management Review*. (Impact Factor: 2.179)

Barron, L. G., **Randall, J. G.**, Trent, J. D., Johnson, J. F., & Villado, A. J. Big Five Traits: Predictors of Retesting Propensity and Score Improvement. *Personnel Psychology*. (Impact Factor: 4.49)

MANUSCRIPTS IN PREPARATION

Randall, J. G., Beier, M. E., & Villado, A. J. Attention regulation in the workplace: The relevance and role of mind wandering and mindfulness. Target journal: *Journal of Applied Psychology*.

Randall, J. G. Mind wandering and self-directed learning: Self-regulating to encourage on-task attention and enhance online training performance and well-being. Target journal: *Academy of Management Journal*.

Randall, J. G., Beier, M. E., & Villado, A. J. Mind-wandering: Theoretical and empirical establishment of a nomological network. Target journal: *Journal of Management*.

Villado, A. J., Zimmer, C. U., **Randall, J. G.**, & Zajac, S. Expert-led after-action review training: Examining the effect on complex task performance, knowledge, and self-efficacy. Target journal: *Journal of Applied Psychology*.

Randall, J. G., Zimmer, C. U., O'Brien, K. R., Villado, A. J., & Hebl, M. Helping behavior towards obese individuals: A test of the justification-suppression model. Manuscript invited for submission to special issue on "Weight-based Victimization, Stigmatization and Discrimination Across the Lifespan." *European Review of Applied Psychology*.

Zimmer, C. U., Villado, A. J., & **Randall, J. G.** Adaptive performance: The role of knowledge structure flexibility. Target journal: *Human Performance*.

WORKS IN PROGRESS

Villado, A. J., **Randall, J. G.**, & Zajac, S. (Collecting data). A meta-analytic test of the method-construct distinction in retest performance. Manuscript invited for submission to special issue on "Meta-analyses of HRM-related Research." *Human Resource Management Review*. (Impact Factor: 2.179)

Randall, J. G., Beier, M. E., & Villado, A. J. (Analyzing data). Testing a theoretical model of mind-wandering: The interaction of task complexity and working memory.

Villado, A. J., Zajac, S., **Randall, J. G.**, & Zimmer, C. U. (Collecting data). Complex task acquisition, decay, and reacquisition: A systematic examination of multiple training outcomes.

TECHNICAL REPORTS

Randall, J. G., Upchurch, C. L., & Villado, A. J. (2012). *City of Houston learning and development needs assessment*. Anton J. Villado, Consulting, Sugar Land, TX.

CONFERENCE PRESENTATIONS

Randall, J. G., Zimmer, C. U., O'Brien, K. R., Villado, A. J., & Hebl, M. (2015, April). *A little help? Obesity discrimination in helping behavior*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Philadelphia, PA.

- *Randall, J. G., & Beier, M. E.** (2014, May). *Examining task difficulty and mind wandering within resource allocation theory*. In **J. G. Randall & M. E. Beier** (Chairs), *Mind wandering and mindfulness: Self-regulation at work*. Symposium conducted at the annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
*One of the Top 15 “most-favorited” sessions based on conference attendees’ votes.
- Randall, J. G.** (2014, May). Panelist in **J. G. Randall, A. J. Villado, & C. U. Zimmer** (Chairs), *Retesting: Best practices and future directions*. Panel Discussion conducted at the annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
- Villado, A. J., **Randall, J. G., & Zimmer, C. U.** (2014, May). *Method characteristic effects on retest score gains and criterion-related validity*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
- Zimmer, C. U., Villado, A. J., & **Randall, J. G.** (2014, May). *Knowledge structure development across adaptive and routine performance episodes*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Honolulu, HI.
- Randall, J. G.** (2013, April). *Theoretical and practical considerations for retest performance*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Randall, J. G., Villado, A. J., & Upchurch, C. L.** (2013, April). *Is retest bias biased? An examination of subgroup differences*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Randall, J. G., & Oswald, F. L.** (2013, April). *Cognitive resources, directed thought, and task performance: Meta-analyzing mind-wandering*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Upchurch, C. L., Villado, A. J., & **Randall, J. G.** (2013, April). *An investigation of the viability of self-report ability assessments*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Randall, J. G., Villado, A. J., & Upchurch, C. L.** (2012, April). *Resistance of language-free cognitive ability assessments to retest effects*. Poster presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
- Alonso, J. T., Jackson, M., Jungkunz, N., Knight, M., McGuire, K., & **Randall, J. G.** (2009, October). *A quantitative examination of the domains assessed by the group questionnaire using cohesion literature*. Paper presented at the annual meeting of the Rocky Mountain Society for Psychotherapy Research, Orem, Utah.

GRANT ACTIVITY

Social Sciences Research Institute Dissertation Improvement Grant, May 19, 2014

\$5,000 awarded to fund dissertation data collection

Social Sciences Research Institute Pre-Dissertation Grant, December 10, 2013

\$620 awarded to fund pilot dissertation research

Maurin Fund Grant, November 6, 2012

\$800 awarded to fund research on mind wandering

HONORS & AWARDS

Undergraduate Teaching Assistant Mentor, Rice University, Fall 2012

Selected by Psychology Department Faculty, awarded \$250

Rice University Graduate Fellowship, 2010-2015

\$15,000/year fellowship and tuition waiver

Psychology Department Valedictorian, Brigham Young University, 2010

Selected from 233 graduating psychology majors

Mark K. Allen Award for Outstanding Graduating Senior, 2010

\$500 awarded to one graduating psychology major

Pete and Arline Harman Scholarship, 2009-2010

\$4,290 award for non-traditional students

Brigham Young University Scholarship, 2008-2010

Full tuition waiver

Dean's List, Brigham Young University, College of Family, Home, & Social Sciences,

Winter 2007 and Winter 2008 semesters

Brigham Young University Scholarship, 2007-2008

Half tuition waiver

TEACHING EXPERIENCE**Instructor**

Organizational Behavior (Online), University of Houston Clear Lake, Summer 2014

Instructor Effectiveness: 4.7 of 5 (1 = poor, 5 = outstanding)

Course Quality: 4.7 of 5

Introduction to Psychology, Rice University, Summer 2014

Instructor Effectiveness: 4.9 of 5

Course Quality: 4.4 of 5

Organizational Behavior, University of Houston Clear Lake, Spring 2014

Instructor Effectiveness: 4.2 of 5

Course Quality: 4.0 of 5

Introduction to Psychology, Rice University, Spring 2014

Instructor Effectiveness: 4.1 of 5

Course Quality: 4.1 of 5

Social Psychology, Rice University, Summer 2013

Instructor Effectiveness: 4.4 of 5

Course Quality: 4.3 of 5

Introduction to Psychology, Rice University, Summer 2013

Instructor Effectiveness: 4.7 of 5

Course Quality: 4.6 of 5

Social Psychology, Rice University, Summer 2012

Instructor Effectiveness: 5 of 5

Course Quality: 4.8 of 5

Teaching Assistant

Introduction to Psychology, Rice University, Fall 2012, Fall 2013

Research Methods, Rice University, Spring 2013

Cognitive Psychology, Rice University, Spring 2013

Social Psychology, Rice University, Spring 2012

Psychological Statistics, Rice University, Fall 2011

Abnormal Psychology, Rice University, Spring 2011

Introduction to the Psychology Major, Brigham Young University, Winter 2010

Introduction to Psychology, Brigham Young University, Fall 2009

Tutor

Communication Consultant, Center for Written, Oral, and Visual Communication

Rice University, Fall 2012 – Fall 2013

Academic Tutor, Rice University Athletic Department

Introduction to Statistics, Spring 2012 – Fall 2012

Guest Lectures

Social Psychology. July 16, 2013. Lecture given in an Introduction to Psychology course at Rice University.

Team Dynamics. April 10, 2012. Lecture given in Dr. Mikki Hebl's Social Psychology course at Rice University.

Aggression. March 15, 2012. Lecture given in Dr. Mikki Hebl's Social Psychology course at Rice University.

Multiple Regression. November 15, 2011. Lecture given in Dr. Phil Kortum's Psychological Statistics course at Rice University.

RESEARCH EXPERIENCE

Training & Human Performance Lab Co-Director

Advisor: Dr. Anton J. Villado, Rice University, 2010 – 2015

Responsible for mentoring and training undergraduate research assistants; monitoring and evaluating performance of research assistants; developing study materials, measures, and protocol; supervising data entry; and analyzing data for various personnel selection and training research initiatives.

Beier Lab Collaborator

Advisor: Dr. Margaret E. Beier, Rice University, 2012 – 2015

Designed and implemented several research projects on mind wandering. Developed study materials, measures, and protocols; trained research assistants and supervised data collection and entry; analyzed and wrote up results for several research projects.

Undergraduate Research Assistant

Advisor: Dr. Gary Burlingame, Brigham Young University, 2009-2010

Located, reviewed, coded, and computed effect sizes for over 50 articles as part of a meta-analysis of the role and dimensionality of cohesion in group psychotherapy.

PROFESSIONAL EXPERIENCE

Research Consultant, Operational Technologies Corporation

Supervisor: Dr. Laura Barron, Air Force Personnel Center, January 2012 – June 2012

Assisted in the development of a situational judgment test assessing interpersonal and non-technical officership competencies to be used for selection of entry-level officers in the U.S. Air Force. Reviewed and revised content from focus groups with subject-matter-experts to generate items and responses for the test.

Independent Consultant, City of Houston Human Resources Department

Supervisors: Dr. Anton Villado & Noel Pinnock, E. B. Cape Center, January 2012 – May 2012

Analyzed, interpreted, and presented results from the Learning and Needs Development Assessment which was designed to determine employees' training needs across all departments of the City of Houston.

PROFESSIONAL MEMBERSHIPS

Academy of Management, student affiliate

American Psychological Society, student affiliate

Society for Industrial/Organizational Psychology, student affiliate

SERVICE

Professional

Journal of Experimental Psychology: Applied, Ad Hoc Student Reviewer
Academy of Management: HR Division Annual Conference Student Reviewer
Volunteer at the SIOP Annual Conference, 2013

University

Coordinator for the I/O Psychology Seminar Series, Rice University, 2013-2014
Rice Undergraduate Research Symposium Judge

REFERENCES

Anton J. Villado, Ph.D., Assistant Professor of Psychology, Rice University
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713-348-3910
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Margaret E. Beier, Ph.D., Associate Professor of Psychology, Rice University
6100 Main St., MS-25
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Mikki Hebl, Ph.D., Professor of Psychology and Management, Rice University
6100 Main St., MS-25
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713-348-2270
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Frederick L. Oswald, Professor of Psychology, Rice University
6100 Main St., MS-25
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