



# Curriculum Vitae

## *Survey*

Applied Psychology (2)  
Cognitive Development of Children (1)  
Industrial/Organizational Psychology (5)  
Social Psychology (4)

Childhood Development (1)  
Human Growth & Development (9)  
Positive Psychology (3)  
Theories of Personality (15)

## *Advanced (Juniors and Seniors)*

Advanced Research Methods (4)  
Psychometrics (1)  
Research Methods and Analysis (3)

Personnel Psychology (1)  
Psychological Testing (1)  
Social Influence (2)

## *Service learning (Business and Psychology majors)*

Psychology at Work\* (2)

## **Business Administration and Management**

Consumer Behavior (1)  
Industrial/Organizational Psychology (2)

Human Resources Management (1)

## **Nursing**

Lifespan Development (4)

\* Community partners have spanned: entrepreneurial start-ups, autism service providers, local nonprofits, a large hospital system, and international manufacturing firms.

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## **Research Interests**

Counterproductive work behavior  
Self-regulation and motivation

Entrepreneurship  
Psychological measurement

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## **Refereed Publications**

Wilgus, S.J., & Travis, J. (2019). A comparison of ideal-point and dominance response processes with a trust in science Thurstone scale. In M. Wiberg, S.A. Culpepper, R. Janssen, J. González & D. Molenaar (Eds.), *Quantitative Psychology – The 83rd Annual Meeting of the Psychometric Society*, pp 415-428. NY: Springer ISBN 978-3-030-01310-3

Travis, J. (2019). Using artificial websites in e-recruitment research: An example in applicant attraction. *Journal of Organizational Psychology*, 19(3), 81-92.

Travis, J., & Freeman, E. (2017). Predicting entrepreneurial intentions: Incremental validity of proactive personality and entrepreneurial self-efficacy as a moderator. *Journal of Entrepreneurship Education*, 20(1), 56-68.

Travis, J., Kazyski, A., Gedden, M., & Bunde, J. (under revision). Some stress is good stress: The Challenge-hindrance framework, academic self-efficacy, and academic outcomes. *Journal of Educational Psychology*

Travis, J. & Bunde, J. (under review). Self-regulation in college: The influence of self-efficacy,

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- need satisfaction, and stress on GPA, persistence, and satisfaction. *Psychological Reports*
- Travis, J.** (under review). Motives-signal model of applicant attraction: The interaction of inferences and information processing motives. *International Journal of Organization Theory and Behavior*
- Travis, J.**, Noble, S., Schaible, S., & Priest, L.\* (under review). Warm or competent leader? The stereotype content model and implicit leadership theories for nonprofit and for-profit business leaders. *Nonprofit Management & Leadership*
- \* denotes undergraduate research assistant

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### Peer-reviewed Conference Papers

#### National and International Conferences

- Neale, C., & **Travis, J.** (under review). Development and validation of the dark job crafting survey. *Submitted to the 35<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Austin, TX.*
- Travis, J.**, & Neale, C. (under review). An individual differences' perspective on information-processing in an e-recruitment context. *Submitted to the 35<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Austin, TX.*
- Travis, J.** (2019). The bright side of stress: Self-regulation and academic outcomes. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Washington, D.C.*
- Neale, C., **Travis, J.**, & Wilgus, S.J. (2019). Explain yourself: Dark personality, moral disengagement, and justice perceptions. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Washington, D.C.*
- Wilgus, S.J., **Travis, J.**, Neale, C. (2019). When dark personality gets darker: The intersection of personality, moral disengagement, injustice, and counterproductive workplace behaviors. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Washington, D.C.*
- Travis, J.**, Noble, S., Schaible, S., & Priest, L.\* (2018). Nonprofit versus for-profit leader perceptions via the stereotype content model. *Presented at the Society for the Psychological Study of Social Issues conference, Pittsburgh, PA.*
- Travis, J.**, & Neale, C. (2018). Failing to live up to your espoused values? Employees strike back. *Presented at the 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology conference, Chicago, IL.*
- Travis, J.**, & Wilgus, S.J. (2018). Comparing ideal point versus dominance methods for measuring trust in science: All hail Thurstone? *Presented at the 83<sup>rd</sup> Annual International Meeting of the Psychometric Society, New York, NY.*
- Travis, J.** (2017). Signaling values in e-recruitment: Person-organization fit approach to organizational attractiveness. *Presented at the 32<sup>nd</sup> Annual Society for Industrial and Organizational Psychology conference, Orlando, FL.*

#### Regional Conferences

- Griffin, J., **Travis, J.**, & Freeman, E. (2019). Does knowing someone has a disability or disorder affect friendship? *Presented at the 65th Annual Meeting of the Southeastern*

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*Psychological Association, Jacksonville, FL.*

- Travis, J.** (2018). Information processing motives in the context of e-recruitment: Self-concern and other-orientation as moderators. *Presented at the 64<sup>th</sup> Annual Southeastern Psychological Association conference, Charleston, SC.*
- Travis, J., & Bunde, J.** (2016). Hindrance and challenge stressors on campus: Impact on GPA, turnover intentions, and potential moderators. *Presented at the 62<sup>nd</sup> annual conference of the Southeastern Psychological Association, New Orleans, LA.*
- Travis, J., & Freeman, E.** (2016). Beyond the big five: Incremental validity of proactive personality and the role of self-efficacy in predicting entrepreneurial intentions. *Presented at the 62<sup>nd</sup> annual conference of the Southeastern Psychological Association, New Orleans, LA.*
- Travis, J.,** Pierce, H., Grabowski, J. Ruppel, S., Jenkins, W., Griffin, J., & Kizer, J. (2008). Are they depressed or just old? Recognition of depressive symptoms by an elderly population. *Presented at 7<sup>th</sup> annual Georgia Undergraduate Research in Psychology conference, Kennesaw, GA.*
- Pierce, H., **Travis, J.,** Grabowski, J., Ruppel, S., Jenkins, W., Griffin, J., & Kizer, J. (2008). Misinterpreting symptoms of depression. *Presented at the 7<sup>th</sup> annual Georgia Undergraduate Research in Psychology conference, Kennesaw, GA.*

### Local Conferences

- Griffin, J. **Travis, J.** & Turnage, C.\* (2019). Being alone: Does awareness of depression limit willingness for social contact and affect social relationships? *Presented at the 15<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Freeman, E., **Travis, J.,** & Rogers, T. (2016). Virtual team building: Engineers + Psychologists = Successful virtual teamwork. *Presented at the 4<sup>th</sup> annual QEP conference, Spartanburg, SC.*
- Travis, J.** (2016). Recruiting in the dark: Signaling theory and corporate social performance. *Presented at the 12<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Travis, J.** & Freeman, E. (2016). Entrepreneurial intentions: Incremental validity of proactive personality and entrepreneurial self-efficacy. *Presented at the 12<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Edwards, P., **Travis, J.,** & Griffin, J. (2016). The role of stimulus qualities, gender stereotypes and initial reactions in predicting non-fan reactions to an atypical internet fandom. *Presented at the 12<sup>th</sup> annual South Carolina Upstate research symposium, Spartanburg, SC.*

\* denotes undergraduate research assistant

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### Invited Talks, Debates, and Workshops

- Bracken, D., Craig, S.B., Mendelson, R., Veech, A., **Travis, J.,** & Patel, R. (2019). Traditional vs. Online IO Graduate Programs: Can They Coexist? *Debate presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Washington, D.C.*
- Travis, J.** (2017). Introduction to Industrial/Organizational Psychology: Science and Practice.

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*Invited presentation at 24<sup>th</sup> meeting of the North Carolina Psychological Foundation at NC Central University.*

**TOLD, LLC & G-FORCE Collaborations** (2017). Developing Leaders in the Upstate. *Leadership workshop series for the Spartanburg Chamber of Commerce.*

**TOLD, LLC** (2016). Leadership development in the 21<sup>st</sup> century. *Invitation to speak by South Carolina Department of Employment and Workforce in Gaffney, SC.*

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## Current Projects' Pipeline

**Travis, J., & Craig, S.B.** (under revision). Personality and Entrepreneurial Behavior: Relations among Entrepreneurship-relevant Traits and Entrepreneurial Status, Intentions, and Prior Venture Experiences.

**Travis, J., & Craig, S. B.** (preparing for submission). Examination of employee deviance patterns: A person-centered approach to counterproductive work behavior. *Submitted to the 35<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Austin, TX.*

Wilgus, S.J., **Travis, J.**, Neale, C., Andrews, J. (preparing for submission). Interactions between personality and situations in counterproductivity: Moral disengagement as a facilitator.

Wilgus, S.J., **Travis, J.**, & Gedden, M. (data collection). Development of the PCHI-Long scale and investigation of differential item functioning.

Wilgus, S.J., Priest, L.\*, & **Travis, J.** (data collection). Scope of change and organization financial performance.

Meek, S.W., Phillips-Meek, M. C., & **Travis J.** (preparing for IRB submission). The role of technology and personal responsibility in evaluating deception.

\*denotes undergraduate research assistant

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## Applied Experience

**University of South Carolina Upstate – Academic Affairs** 07/2019 – Present  
*Statistical & Research Analyst II*

- Performs both front-end (e.g., survey construction and data collection methods) and back-end (e.g., data analysis and modeling, technical reporting) duties for the office of Institutional Effectiveness and Compliance, as well as other quantitative and qualitative research projects for other stakeholders, university-wide.

**The Occupational Information Network (O\*NET)** 02/2018 – 02/2019  
*Research Associate*

- Multi-project research analyst for the United States Department of Labor, Employment and Training Administration, and NC Department of Commerce collaboration on the National Center for Occupational Information Network (O\*NET) development. Projects included lay title reviews, usability and user experience (UX) research, new occupation task development, and website evaluation for O\*NET's online presence and associated Department of Labor initiatives (e.g., My Next Move).

**Talent Organization & Leadership Development** 08/2014 – Present  
*Co-founder*

- Specializing in leadership assessment and executive coaching, more than a dozen firms have acquired seed money, angel investments, and venture capital investments while

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working with TOLD, LLC.

- Invited talks and workshops have spanned private (e.g., Chamber of Commerce) as well as government organizations (e.g., SC Department of Employment and Workforce).
- Completed projects have ranged from organizational development and design to executive assessment and coaching with clients from private firms, the public sector, not-for-profit enterprises, and sole proprietors.

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## **Professional Affiliations**

*Academy of Entrepreneurship*

*Association for Psychological Science*

*Association for Talent Development – Upstate SC Chapter*

*North Carolina Industrial Organizational Psychologists*

*Psychometric Society*

*Society for Industrial Organizational Psychologists*

*Southern Management Association*

*Southeastern Psychological Association*

*Spartanburg Chamber of Commerce – Member (TOLD, LLC)*

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## **Awards and Recognitions**

*Thayer Travel Award (2019)*

*Nominated – The Honor Society of Phi Kappa Phi (2018; 2019)*

*Featured Top Poster – Society for Industrial and Organizational Psychology conference (2017)*

*Provost Doctoral Fellowship Award – North Carolina State University*

*Honored Faculty – University of South Carolina Upstate (2016)*

*Honored Faculty – University of South Carolina Upstate (2015)*

*Freshman AGOGE Advocate Award – University of South Carolina Upstate (2015)*

*Psi Chi Honor Society – University of Missouri – St. Louis (2011)*

*1<sup>st</sup> place, Outstanding Poster Award – Georgia Undergraduate Research in Psychology conference (2008)*

*Dean's List – University of South Carolina Upstate (2007; 2008)*

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## **Editorial Experience**

*Ad Hoc Reviewer – Gender Issues*

*Ad Hoc Reviewer – Journal of Leadership Studies*

*Ad Hoc Reviewer – Psychological Reports*

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## **Institutional Service and Appointments**

**North Carolina State University**

*Committee on Evaluation of Teaching (2017; 2018)*

*Psychometrics Lab (2016 – 2019)*

*Leadership Lab (2016 – 2018)*

**University of South Carolina – Upstate**

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*Faculty Honor Court (2015 – 2016)*

*Faculty Sponsor – Psychology Club (2016)*

*QEP Focus Group Facilitation (2015; 2016)*

*Alumni Survey Review (2014)*

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### **Additional Skills and Expertise**

- Data analysis: Item response theory (IRT), structural equation modeling (SEM), latent class analysis (LCA), and latent profile analysis (LPA).
- Statistical packages: SPSS, SYSTAT, Excel, R, Mplus & AMOS.
- Certified in Hogan Assessments Systems (HPI, MVPI, & HDI).
- 8+ years training students in quantitative and qualitative research methods and analysis
- Applied human resources experience from training employees on the floor to c-suite coaching
- Multilevel presentation experiences including: safety training to industrial skilled/unskilled workers, teaching from primary school to upper-level university students, professional talks to corporate HR leaders, and group and individual seminars for executives.
- Experience developing [Quality Matters](#)-approved online course.