

Jason G. Randall, Ph.D.

University at Albany, SUNY
Social Sciences 387, 1400 Washington Ave., Albany, NY 12222
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EDUCATION

Rice University, Houston, Texas

Ph.D. in Industrial/Organizational Psychology December, 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

PROFESSIONAL EMPLOYMENT

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

Assistant Professor, Department of Psychology August, 2016 - present

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

Johnson, R. D. & **Randall, J. G.** (In Press). A review of design considerations in e-learning. *Research in Human Resource Management*.

Dalal, D. K., & **Randall, J. G.** (In Press). Integrating technology into models of response behavior. *Industrial and Organizational Psychology*.

Randall, J. G., & Villado, A. J. (2017). Take two: Sources and deterrents of score change in employment retesting. *Human Resource Management Review*, 27, 536-553.

Barron, L. G., **Randall, J. G.**, Trent, J. D., Johnson, J. F., & Villado, A. J. (2017). Big Five Traits: Predictors of Retesting Propensity and Score Improvement. *International Journal of Selection and Assessment*, 25, 138-148.

Randall, J. G., Zimmer, C. U., O'Brien, K. R., Trump-Steele, R. C. E., Villado, A. J., & Hebl, M. R. (2017). Helping behavior towards obese individuals: A test of the justification-suppression model. *European Review of Applied Psychology*, 67, 125-137.

*Villado, A. J., **Randall, J. G.**, & Zimmer, C. U. (2016). The effect of method characteristics on retest score gains and criterion-related validity. *Journal of Business and Psychology*, 31, 233-248.

*Awarded 2016 Editor Commendation Award from *Journal of Business and Psychology*

Randall, J. G., Villado, A. J., & Zimmer, C. U. (2016). Is retest bias biased? Examining race and sex differences in retest performance. *Journal of Personnel Psychology*, 15, 45-54.

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.

BOOK CHAPTERS

Beier, M. E., Villado, A. J., & **Randall, J. G.** (2017). Cognitive ability and training: Practical implications from the science of learning. In K. G. Brown (Ed.), *Cambridge handbook of workplace training and employee development* (pp. 123-147). Cambridge: Cambridge University Press.

Villado, A. J. & **Randall, J. G.** (2017). Retesting. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology (2nd ed)*. Thousand Oaks, CA: Sage.

MANUSCRIPTS UNDER REVIEW

Randall, J. G., Beier, M. E., & Villado, A. J. (Under Review). Name Withheld. *Journal of Experimental Psychology: Applied*.

Randall, J. G., & Beier, M. E. (Under Review). Name Withheld. *Journal of Applied Psychology*.

Randall, J. G., Zajac, S. A., & Hanson, M. D. Name withheld. *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS IN PREPARATION

Randall, J. G., Arredondo, M. L., & Hanson, M. D. Predicting dynamic attention and motivation with individual and task characteristics. Target journal: *Journal of Applied Psychology*.

WORKS IN PROGRESS

Randall, J. G., & Beier, M. E. (Analyzing data). Mind-wandering: Theoretical and empirical establishment of a nomological network.

Randall, J. G., Hanson, M. D., Nassreelgawi, A. S., & Arredondo, M. L. (Collecting data). Staying focused when nobody is watching: Self-regulatory strategies for e-learning.

Randall, J. G., Arredondo, M. L., & Hanson, M. D. (Designing Study). New Predictors and Mechanisms of Adaptive Performance.

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.

Randall, J.G., Villado, A. J., & Zajac, S. (2016). *Trainee engagement and attention: Research project for Filtered.com*. Training and Human Performance Research Laboratory, Houston, TX.

CONFERENCE PRESENTATIONS

Randall, J. G., & Beier, M. E. (2017, May). Mind wandering: Theoretical and empirical establishment of a nomological network. Poster presented at the Association for Psychological Science Annual Convention, Boston, MA.

Alliger, G. M., & **Randall, J. G.**, Presenter in D. K. Dalal (Chair), Trends in Job Analysis Research and Practice. Invited Community of Interest Session at the annual meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Randall, J. G., Beier, M. E., & Villado, A. J. (2016, April). *Working memory and mind wandering in task performance*. In S. G. Brown & A. M. Franco-Watkins (Chairs), The Overlooked Cognitive Ability-Working Memory: Research and Practical Considerations. Symposium conducted at the annual meeting of the Society for Industrial Organizational Psychology, Anaheim, CA.

Randall, J. G. (2016, April). Presenter in E. N. Ruggs & A. E. Crook (Chairs), Teaching I-O Psychology- Tips, Tricks, and Pitfalls to IGNITE Learning. Invited IGNITE Session at the annual meeting of the Society for Industrial Organizational Psychology, Anaheim, CA.

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 for 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 for 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 for 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 for 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 for 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 for 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 for 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 for 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 for 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 for 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

Individual Development Awards Program Grant, New York State/UUP, February 7, 2017
\$300 awarded to fund participation in MBSR training program

Request for Information (RFI), “Dynamic Team Performance Dashboard” Submitted to the Defense Advanced Research Projects Agency (DARPA) Defense Sciences Office (DSO). Principal Investigator: Tomek Strzalkowski. October 6, 2016.
Under review

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

2016 Editor Commendation Award from the Journal of Business and Psychology
One of 8 awards given to over 500 papers submitted to the journal in 2016

2015 SIOP Conference Symposium Organizer & Presenter for a Top 15 “most-favored” session
Determined by conference attendees’ votes

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

TEACHING EXPERIENCE

University at Albany, SUNY

Organizational Psychology: Spring 2017, Spring 2016; PhD/MA

Work Motivation: Fall 2017, Fall 2016, Fall 2015; PhD/MA

Industrial/Organizational Psychology: Spring 2017, Spring 2016, Fall 2015; UG

Motivation: Spring 2016, Fall 2015; UG

University of Houston—Clear Lake

Organizational Behavior: Summer 2014 (online), Spring 2014; UG

Rice University

Introduction to Psychology: Spring 2014, Summer 2014, 2013; UG

Social Psychology: Summer 2013, Summer 2012; UG

RESEARCH EXPERIENCE

Randall Lab Director, 2015-present

Lab founder and director. Design, implement, and supervise multiple research projects and collaborative efforts with the help of PhD students and undergraduate research assistants.

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.

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

American Psychological Society

Society for Industrial/Organizational Psychology

SERVICE**Professional**

Cognition, Ad Hoc Reviewer

Intelligence, Ad Hoc Reviewer

Journal of Experimental Psychology: Applied, Ad Hoc Reviewer

PLOS ONE, Ad Hoc Reviewer

Academy of Management: HR Division Annual Conference Reviewer

Society for Industrial/Organizational Psychology, Annual Conference Reviewer,
Program Committee Member 2017-2018

University

Department Colloquium Committee, SUNY Albany, 2016-2017, 2017-2018

Department Social Committee, SUNY Albany, 2016-2017

Department Graduate Admissions Committee, SUNY Albany, 2015-2016, 2017-2018
Coordinator for the I/O Psychology Seminar Series, Rice University, 2013-2014
Rice Undergraduate Research Symposium Judge

Graduate Student Supervision

PhD Dissertation

David Swiderski, Committee Member 2017-2018
Lindsay Ciancetta, Committee Member 2017-2018
Jessica Wooldridge Brown, Committee Member 2016-2017

MA Thesis

Youjeong Huh, Committee Member 2017
Yoon Seok Choi, Committee Member 2017
Kimberly Lepore, Committee Member 2015
Choe Shannon, Committee Member 2015

Undergraduate Honors Thesis

Jessica Simon, Supervisor 2016-2018
Caitlin Briggs, Reviewer 2017
Cassandra Edwards, Reviewer 2016