

J. William Stoughton

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Current as of 08-May-15

Education

North Carolina State University

Raleigh, NC

Ph.D., *Industrial/Organizational Psychology*

December 2014

- Dissertation Title: *Organizational Opinions Untethered: Mobile Technologies in Survey Deployment*

M.S., *Industrial/Organizational Psychology*

May 2011

- Thesis Title: *Examining Applicant Reactions to the Use of Social Networking Websites in Pre-Employment Screening*

Content Courses

Computer-Mediated Work Behavior, Training Research, Organizational Psychology, Work Motivation, Developmental Psychology, Cognitive Psychology, Selection Research, Small Groups Research, Psychological Testing, Deviant and Counter-productive Work Behaviors, Management Issues in Organizational Culture (MBA)

Methods Courses

Quasi-Experimental Design/Meta-Analysis, Quantitative Methods (Regression), Quantitative Methods (Multivariate), Item Response Theory, Psychometrics, Multi-level Modeling, Structural Equations Modeling, Advanced Covariate Modeling

The University of Southern California

Los Angeles, CA

B.S., Business Administration (International Relations)

May 2006

- Management Consulting Concentration, Minor in Psychology, Trojan Debate Squad

Peer Reviewed Journal Publications

Stoughton, J. W., Thompson, L. F., & Meade, A. W. (2015). Reactions to using social networking websites in pre-employment screening. *Journal of Business and Psychology*, 30(1), 73-78. doi: 10.1007/s10869-013-9333-6

Stoughton, J. W., Thompson, L. F., & Meade, A. W. (2013). Big Five personality traits reflected in job applicants' social media postings. *Cyberpsychology, Behavior, and Social Networking*, 16(11), 800-805. doi: 10.1089/cyber.2012.0163

Stoughton, J. W., Gissel, A., Clark, A. P., & Whelan T. J. (2011). Measurement invariance in training evaluation: Old question, new context. *Computers in Human Behavior*, 27, 2005-2010. doi: 10.1016/j.chb.2011.05.007

Conference Presentations

Stoughton, J. W., & Van Overberghe, C. T. (2015, April). *Social Media in Selection: Different Pictures for Research and Practice*. In T. Kantrowitz (Chr), *Emerging Talent Management Practices: Connecting HR Trends to I/O Research*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychologists, Philadelphia, PA.

Whelan, T. J., **Stoughton, J. W.**, & Thompson, L. F. (2015, April). *Perceptions of confidentiality in survey research: Development of a scale*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychologists, Philadelphia, PA.

Whelan, T. J., **Stoughton, J. W.**, Craig, S. B., & Parry, K. W. (2014, May). *A short-form of the Perceived Leadership Integrity Scale (sPLIS)*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychologists, Honolulu, HI.

Stoughton, J. W., Thompson, L. F., Meade, A. W., & Wilson, M. A. (2012, April). *Reactions to using social networking websites in pre-employment screening*. Poster presented at the 27th annual meeting of the Society for Industrial and Organizational Psychologists, San Diego, CA.

Yentes, R. D., Toaddy, S. R., Thompson, L. F., Gissel, A. L., & **Stoughton, J. W.**, (2012, April). *Effects of survey progress bars on data quality and enjoyment*. Poster presented at the 27th annual meeting of the Society for Industrial and Organizational Psychologists, San Diego, CA.

Stoughton, J. W., Gissel, A., Clark, A. P., & Whelan T. J. (2010, April). *Measurement invariance in training evaluation: Old question, new context*. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.

Stoughton, J. W., Thompson, L. F., & Whelan, T. J. (2009, May). *The effects of electronic monitoring on time spent e-learning: Examining the role of conscientiousness and implications for skill development*. Poster presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Stoughton, J. W., Whelan, T. J., & DuVernet A. (2009, May). *Electronic performance monitoring: A quantitative review of computer-based surveillance research*. Poster at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Thompson, L. F., **Stoughton, J. W.**, & Behrend, T. S. (2009, April). *The physiological influence of self-efficacy during monitored web-based training*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychologists, New Orleans, LA.

Manuscripts in Progress

Stoughton, J. W., Whelan, T. J., & Thompson, J. A. (2013). Evaluating training effectiveness using an interrupted time-series design. *Revisions in progress*.

Stoughton, J. W., Yentes, R. D., Thompson, L. F. (2013). Determinants of nonresponse to online applicant reactions surveys. *Revisions in progress*.

Yentes, R. D. & **Stoughton, J. W.** (2013). Assessing respondent attention in survey research. *Manuscript in preparation*.

Meade, A. W., Allred, C. M., Pappalardo, G., & **Stoughton, J. W.** (2013). Careless responses and study attrition as a source of sampling bias in survey data. *Under Review*.

Stoughton, J. W. & Thompson, L. F. (2013). Organizational opinions untethered: Mobile technologies in survey deployment. *Revisions in process*.

Whelan, T. J., **Stoughton, J. W.**, Parry, K. W., & Craig, S. B. (2011). Development of a short-form perceived leader integrity scale (sPLIS). *Revisions in progress.*

Stoughton, J. W., Thompson, L. F., & Whelan, T. J. (2010). The effects of electronic monitoring on time spent e-learning: Examining the role of conscientiousness and implications for skill development. *Revisions in progress.*

Whelan, T. J., **Stoughton, J. W.**, & DuVernet, A. M. (2010). Electronic performance monitoring: A quantitative review of computer-based surveillance research. *Revisions in progress.*

Behrend, T. S., Thompson, L. F., **Stoughton, J. W.**, Vignovic, J., & Watson, A. M. (2009). The physiological influence of self-efficacy during monitored web-based training. *Under review.*

Technical Reports

Grimsley, D., Vignovic, J. A., Thompson, J. A., Whelan, T. J., & **Stoughton, J. W.** (2010, November). SOF SIGINT: Training, Equipping, and Employing SOT-As. (Technical Report No. SOTA_1-201011-2). Cary, NC: Horizon Performance.

Vignovic, J. A., & **Stoughton, J. W.** (2010, June). Special Forces Qualification Course Student Development System Data Collection Processes, Performance Data, & Performance Reports. (Technical Report No. SFQC_1-201006-1). Cary, NC: Horizon Performance.

Academic Positions

North Carolina State University

Raleigh, NC

Public, tier-one, land grant University with enrollment of more than 34,000 students

Primary Instructor

2007 – 2009

- Personality Psychology (Psy 370)
- Social Psychology (Psy 311)

Lab Instructor

2008

- Introduction to Behavioral Research I Lab (Psy 241)
- Introduction to Behavioral Research II Lab (Psy 243)

Teaching Assistant

2006 – 2007

- Introduction to Psychology (Psy 200)
- Introduction to Industrial/Organizational Psychology (Psy 307)

Applied Positions

CEB | SHL Talent Measurement

Minneapolis, MN

Leader in talent measurement, delivering more than 30 million assessments to over 10 thousand businesses

Senior Client Advisor, Advisory Services

Jan. 2014 – Present

- Provide guidance to clients, potential clients, and internal stakeholders related to applicant and employee assessment, selection, and development projects for organizational improvement
- Enable Sales Department to develop new and existing professional services business, supporting the production of sales related collateral and providing direction for ongoing engagements
- Serve as Subject Matter Expert to clients when seeking best practice advice for organizational improvement initiatives

Consultant, Client Solutions

Mar. 2014 – Jan. 2015

- Act as Subject Matter Expert for Sales Representatives and Account Managers, explaining to clients, potential clients, and internal stakeholders all issues related to applicant and employee assessment, selection, and development projects
- Enable Sales Department to develop new and existing professional services business, supporting the production of sales related collateral and providing direction for ongoing engagements

Horizon Performance

Cary, NC

Consulting firm specializing in high investment personnel selection and development

Project Manager, MARSOC

Dec. 2012 – Mar. 2014

- Oversee day-to-day support and operations of \$420k service contract for Marine Special Forces, entailing organizational consulting and software support for data collection, reporting, and analysis
- Manage cross-functional team in the development of functional specifications for the creation of software used for assessment during the Marine Special Forces Individual Training Course (ITC)
- Manage cross-functional team of CSAs and Data Collection Techs responsible for the collection of over 400 data points each for 100-150 candidates over 19 day \$1.7MM tri-annual assessment center

Sr. Organizational Consultant & Research Scientist

Sept. 2011 – Dec. 2012

- Reviewed assessment strategy for year long, four-phase Individual Training Course for Marine Critical Skills Operators and Special Operations Officers, outlined areas for assessment changes
- Delivered custom reports and recommendations for organizational decision making to leadership

Consultant

Oct. 2009 – Sept. 2011

- Assisted in the assessment, selection, and training of Army and Marine Special Forces Operators
- Developed and conducted all software training activities for \$850k service contract for Army Special Forces entailing coordination and documentation between and for nine organizational units
- Collaborated with team of I/O Psychologists to comprehensively review performance of SF support signals intelligence operators resultant in development of \$600k bi-quarterly Sigint orientation course

Honors and Awards

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| Director of Graduate Programs Discretionary Fund - Research Grant Winner | 2013 |
| NCSU I/O Department Doctoral Consortium Selection, SIOP 2012 | 2012 |
| NCSU I/O Department SIOP Travel Award Winner | 2012, 2010, 2009 |
| NCSU Psychology Department Travel Award Winner | 2009 |
| University Teaching Assistantship | 2006 – 2009 |
| USC Marshall School – Business Scholar | 2002 – 2006 |
| Trojan Debate Squad Scholarship | 2002 – 2005 |

Professional Association Memberships and Service**Professional Associations**

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| <i>Society of Industrial/Organizational Psychology</i> , Member | 2015 – Present |
| Student Affiliate | 2006 – 2014 |
| <i>SIOP Conference Reviewer</i> | 2014 |
| <i>American Psychological Association</i> , Member | 2015 |
| <i>European Association of Work and Organizational Psychology</i> , Student Member | 2009 |
| <i>Academy of Management</i> , Student Member | 2008 – 2014 |
| <i>Organization Development and Change Division</i> , Student Member | |
| <i>Technology & Innovation Management Division</i> , Student Member | |

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| <i>AOM Conference Reviewer, Technology & Innovation Management</i> | 2008 |
| <i>North Carolina I/O Psychologists Network, Student Member</i> | 2006 – 2014 |
| University Service | |
| <i>NCSU Cycling Team, VP Cyclocross</i> | 2009-2010 |
| <i>ACC Cycling Conference Cyclocross, Score Keeper</i> | 2009 |
| <i>NCSU Cycling Team, Officer at Large</i> | 2008-2009 |
| <i>Graduate Association of Students in Psychology, I/O Mentor</i> | 2007-2009 |
| <i>Graduate Association of Students in Psychology, I/O Area Rep</i> | 2007-2008 |

Ad Hoc Reviewer

Cyberpsychology, Behavior, and Social Networking