

Curriculum Vitae

Jeremiah T. McMillan

125 Baldwin Street
Athens, GA 30602

Cell- 360.635.8499
jeremiahmcm@gmail.com

EDUCATION

University of Georgia
Anticipated Degree Conferral: May 2019

Ph.D., Industrial-Organizational Psychology
Advisor: Nathan T. Carter, PhD

University of Georgia
May 2018

M.S., Industrial-Organizational Psychology
Advisor: Kristen M. Shockley, PhD

Azusa Pacific University
December 2008

B.A., Psychology

RESEARCH INTERESTS

Item Response Theory & Computer-Adaptive Testing
Employee Selection and Assessment
Work-Family Interface
Military Psychology

PUBLICATIONS

PEER-REVIEWED PUBLICATIONS

McMillan, J. T., Shockley, K. M., & Carter, D. R. (2018). Gender differences in SIOP research fellows' publication networks. *Industrial and Organizational Psychology, 11*(3), 439-448.

Albright, G., & **McMillan, J. T.** (2018). Virtual humans: Transforming mHealth for veterans with post-traumatic stress disorder (PTSD). *mHealth, 4*(3). doi: 10.21037/mhealth.2018.03.03

Long, M., Albright, G., **McMillan, J.**, Shockley, K. & Price, A. (2018). Enhancing educator engagement in school mental health care through digital simulation professional development. *Journal of School Health*. doi: 10.1111/josh.12670

Albright, G., Bryan, B., Adam, C., **McMillan, J.**, & Shockley, K. (2017). Utilizing virtual patient simulations to prepare primary healthcare professionals to conduct substance use and mental health screening and brief intervention. *Journal of the American Psychiatric Nurses Association, 24*(1), 1-13. doi: 10.1177/1078390317719321

BOOK CHAPTERS AND OTHER PUBLICATIONS

McMillan, J. T., & Shockley, K. M. (in press). The role of technology in the work-family interface. In R. N. Landers (Ed.), *Cambridge handbook of technology and employee behavior*.

Albright, G., Timmons-Mitchell, J., & **McMillan, J.** (2018). Gatekeeper training to prevent suicide in the emergency department and in primary care. In T. Falcone & J. Timmons-Mitchell (Eds.), *Suicide prevention* (pp. 229-250). Springer. doi: 10.1007/978-3-319-74391-2

McMillan, J. T., Karimi, L., & Rada, J. (2018). A review of work-family research in the Middle East. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds.), *Handbook of the global work-family interface*. Cambridge Industrial and Organizational Psychology Series.

Shockley, K., Bryant, R., Landers, R., Nadler, J., & **McMillan, J.** (2015). SIOP 2015 conference daily feedback study results. *The Industrial-Organizational Psychologist*, 53, 162-171.

MANUSCRIPTS UNDER REVIEW AND IN PROGRESS

Guan, L., Harris, A. M., Melson-Silimon, A., **McMillan, J. T.**, & Carter, N. T. (Revise and Resubmit). Buridan's ass and multidimensional forced-choice personality testing: A critical examination of a purported solution to the faking problem. *Journal of Applied Psychology*.

Harris, A. M., **McMillan, J. T.**, & Carter, N. T. (Writing Phase). Applicant reactions to ideal point measures of personality. *Target Journal: Journal of Business Psychology*.

Harris, A. M., **McMillan, J. T.**, Matzen, L. E., & Carter, N. T. (Writing Phase). Psychometric evaluation of the Sandia Matrices: An alternative to the Raven's Progressive Matrices. *Target Journal: Psychological Assessment*.

RESEARCH AND PROFESSIONAL EXPERIENCE

Selection and Assessment Research Unit, Army Research Institute (June 2018- Present)

Doctoral Research Fellow

- Project Lead
 - Develop 3PLM IRT scoring script for cybersecurity knowledge test
 - Develop coding scheme for qualitative data using grounded theory approach; create and implement training protocol for coders
- Supportive Role
 - Job analysis and synthetic validation approach for developing enlisted occupational specialty recommendations to new recruits
 - Generate technical reports and briefings for senior non-commissioned officers
 - Assist in survey creation, in-person and online data collection, and analysis

Kognito, LLC

Independent Statistical Consultant (June 2015- Present)

- Univariate and multivariate data analyses to assess efficacy of proprietary virtual human, simulation-based skills training
- Manuscript and technical report preparation (for publication and credentialing purposes)
- Balance feasibility and scientific rigor in addressing methodological limitations of ongoing projects
- Serve as lead in survey creation, research design, and technical report preparation for Navy training intervention contract
- Manage multiple project deadlines and assign tasks to other consultants
- Serve as point of contact for internal and external stakeholders on methodological and statistical elements of research projects

Baruch College, CUNY & University of Georgia (August 2014- May 2018)

Graduate Research Assistant

- Research projects included examining military veteran reintegration into the civilian workplace, the impact of work-family spillover on physiological indicators, utilizing latent growth modeling and latent profile analysis to better understand the experience of work-family spillover, methodological issues in the work-family domain, meta-analysis of work-family spillover, and female breadwinners in dual-career couples.
- Coordinate lab activities, assist and direct undergraduate research assistants, take meeting minutes

Office Ally, LLC- Vancouver, WA (March 2009- January 2014)

Account Specialist- Lead

- Consultative sales, customer support, account management, and cold-calling
- Coordinate third-party client sales campaigns
- Enroll medical providers for products including e-claim submission to insurance companies, practice management, and Electronic Health Records software
- Liaise between client and support department to resolve technical issues

Azusa Pacific University (September 2008- December 2008)

Research Assistant

- Research project examining religious identity, mass media, and body image

Washington State University Vancouver (January 2007- May 2007)

Research Assistant

- Literature review on sexual/racial diversity in the Swedish and American Armed Forces

PRESENTATIONS

Harris, A. M., **McMillan, J. T.**, Matzen, L., & Carter, N. T. (2019, April). *The Sandia Matrices: Psychometric review of free intelligence item sets*. Poster submitted for presentation at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- McMillan, J. T.,** & Shockley, K. M. (2019, April). Previous combat exposure, posttraumatic stress, and counterproductive work behavior. In P. J. Reiley (Chair), *A multiphase approach to targeting veteran transition issues with I-O psychology*. Symposium submitted for presentation at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Albright, G., Hoover, S., **McMillan, J.**, Fazel, M., Spiegler, J., & Joshi, S. (2018, October). *Engaging high school teachers in connecting students to mental health care using an online prof. development simulation*. Paper presented at the 2018 Annual Conference on Advancing School Mental Health, Las Vegas, NV.
- McMillan, J. T.,** & Shockley, K. M. (2018, April). *Latent profile analysis of work-family spillover: An examination of antecedents and outcomes*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Harris, A. M., **McMillan, J. T.**, & Carter, N. T. (2018, February). *Reactions to ideal point measures of personality*. Paper presented at the IOOB Conference, Tulsa, OK.
- McMillan, J. T.,** Shockley, K. M., & Eatough, E. M. (2017, August). Nonresponse bias in work-family dyad research: Cause for concern? In J. Capitano (Organizer) & W. J. Casper (Discussant), *Current methodological issues in work-life research*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- McMillan, J. T.,** Tumminia, A. M., & Eatough, E. M. (2017, April). The implications of social support facets for job satisfaction. In C. Bryant, C.-H. Chang, & A.C. Keller (Chairs), *Providing social support- Helping or harming the provider?* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McMillan, J. T.** (2017, April). *My intellectual lineage*. Invited poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McMillan, J. T.,** & Yu, P. (2016, April). *Personality and job satisfaction in older adults: A relative weights analysis*. Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- McMillan, J. T.,** Machado, B. L., & Tsai, A. Y. (2009, March). *The role of gender and religiosity on body image*. Poster presented at the Annual Convention of the Western Psychological Association, Portland, OR.

TECHNICAL REPORTS

- McMillan, J. T.,** Kim, Y.-J., Lowery, M., & Lumbreras, J. (2017). *Assessment of faculty engagement at the University of Georgia*. Technical report submitted to the Office of Faculty Affairs, UGA.

- Tumminia, A. M., & **McMillan, J. T.** (2016). *A classical and IRT psychometric analysis of the General Self-Efficacy Scale: Exploring gender differences*. Technical report submitted in partial fulfillment of Advanced Psychometrics seminar, Baruch College, CUNY.
- Albright, G., Bryan, C., Adam, C., **McMillan, J.**, & Shockley, K. (2016). *Utilizing virtual patient simulations to prepare health professionals to conduct substance use and mental health screening and brief intervention*. Technical report submitted to SAMHSA National Registry of Evidence-based Programs and Practices.
- Albright, G., **McMillan, J.**, & Shockley, K. (2016). *Utilizing emotionally responsive virtual human role-play simulations to teach college and university students to identify, talk with and refer fellow students in psychological distress including those at-risk for suicide*. Technical report submitted to SAMHSA National Registry of Evidence-based Programs and Practices.
- Albright, G., **McMillan, J.**, & Shockley, K. (2016). *Utilizing emotionally responsive virtual human role-play simulations to train college and university faculty and staff to identify, talk with and refer students in psychological distress including those at-risk for suicide*. Technical report submitted to SAMHSA National Registry of Evidence-based Programs and Practices.
- Bradley, E., Albright, G., **McMillan, J.**, & Shockley, K. (2016). *The impact of a digital role-play professional development simulation: Middle school & high school educators and staff interact with emotionally responsive virtual students to learn how to support LGBTQ youth and identify, talk to and refer students in psychological distress*. Technical report submitted to SAMHSA National Registry of Evidence-based Programs and Practices.

TEACHING EXPERIENCE

University of Georgia (August 2016- May 2018)

Teaching Assistant

Elementary Psychology

Introduction to Workplace Psychology (Master's level)

Organizational Research Methods I & II (Master's level): co-taught statistics lab

Baruch College, CUNY (July 2015-August 2016)

Adjunct Lecturer

Psychology of Stress Management

Industrial/Organizational Psychology

Teaching Assistant

Research Methods

AWARDS AND HONORS

University of Georgia, I/O Psychology Program Travel Grant, \$750 (April 2018)

Sunshine Education & Research Center Grant (NIOSH), University of South Florida, Role: Primary Investigator, Project: Previous combat exposure and counterproductive work behavior: The role of posttraumatic stress and protective factors, \$8000 (September 2017)

University of Georgia, IOPSA Travel Grant, \$200 (April 2017)

University of Georgia, Graduate Teaching Assistantship (2016-2018)

Baruch College, CUNY, Travel Grant, \$300 (April 2016)

Baruch College, CUNY, Graduate Teaching Fellowship (2014-2016)

Azusa Pacific University: Psi Chi Honor Society, Dean's List, Transfer Scholarship

PROFESSIONAL SERVICE

Reviewer, Journal of Vocational Behavior (2017-Present)

University of Georgia:

- VP of Finance, IOPSA (2017-2018)
- Newsletter Editor, IOPSA (2016-2017)
- Panel Member for Preparatory Careers in Psychology Q&A (March, 2017)

Baruch College, CUNY:

- Psychology Program Representative for the Doctoral Students Council (2015-2016)
- Member of the Alumni Newsletter Committee (2015-2016)
- Founding Member of Student Mentoring Committee and Mentor (2015-2016)

PROFESSIONAL MEMBERSHIPS

CURRENT

- Society for Industrial and Organizational Psychology (SIOP)
- New York Metropolitan Association of Applied Psychology (METRO)
- Personnel Testing Council Metropolitan Washington

PAST

- Academy of Management (AOM)
- UGA Industrial-Organizational Psychology Student Association (IOPSA)

QUANTITATIVE AND SOFTWARE SKILLS

- Univariate/multivariate data analysis
- Structural Equation Modeling
- Classical Test Theory and Item Response Theory
- Computerized Adaptive Testing
- SPSS
- R (including catR, dplyr, ggplots2, lavaan, mirt, mirtCAT packages)
- Mplus
- Qualtrics (API)

REFERENCES

Nathan T. Carter, Ph.D., Associate Professor
Department of Psychology, University of Georgia
125 Baldwin Avenue Room 323
Athens, GA 30602
ntcarter@uga.edu

Kristen M. Shockley, Ph.D., Assistant Professor
Department of Psychology, University of Georgia
125 Baldwin Avenue Room 321
Athens, GA 30602
kshock@uga.edu

Lillian T. Eby, Ph.D., Professor,
Department of Psychology, University of Georgia
125 Baldwin Avenue Room 325
Athens, GA 30602
leby@uga.edu

Charles A. Scherbaum, Ph.D., Associate Professor,
Department of Psychology, Baruch College & The Graduate Center, CUNY
55 Lexington Avenue Room 8-272
New York, NY 10010
charles.scherbaum@baruch.cuny.edu