

# Dr. Jeffrey Olenick

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Websites:

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## Education

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Michigan State University, *East Lansing, MI*

**Doctor of Philosophy in Organizational Psychology**

May, 2020

Dissertation: *Still learning: Introducing the Learning Transfer Model, a formal model of transfer*

Dissertation Chair: Dr. Steve W.J. Kozlowski

Michigan State University, *East Lansing, MI*

**Master of Arts in Organizational Psychology**

December, 2017

Thesis: *Adapting for success: The moderating effect of goal orientations on within-person efficacy*

Thesis Chair: Dr. Steve W. J. Kozlowski

The University of Chicago, *Chicago, IL*

**Master of Arts in the Social Sciences**

August, 2014

Thesis: *Standing Out: The concept of “self” and Japanese American resettlement to Chicago, 1943-1950*

Thesis Advisor: Dr. Richard Shweder

Michigan State University, *East Lansing, MI*

**Bachelor of Science in Psychology**

May, 2013

**Bachelor of Arts in History**

May, 2013

The Honors College

Thesis: *Mobilization of the 32nd Infantry Division, October 1940 to December 1941*

Thesis Advisor: Dr. Roger Rosentreter

## Academic Appointments

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University of Georgia, *Athens, GA*

August 2023 - present

**Assistant Professor of Industrial-Organizational Psychology**

Old Dominion University, *Norfolk, VA*

July 2020 – July 2023

**Assistant Professor of Industrial-Organizational Psychology**

## **Grants and Fellowships Awarded<sup>1</sup>**

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**Olenick, J.** (January 2023). *Supporting Space Exploration with Allyship: Advancing Diversity and Inclusion at NASA*. Virginia Space Grant Consortium New Investigator Program. (Value: \$18,605)

**Olenick, J., Egger, K., Surface, E. & Gupta, A.** (2022). *Mitigating Bias in Organizational Diversity and Inclusion Interventions with Natural Language Processing*. Society for Industrial and Organizational Psychology, Small Grant Program. (Value: \$9,612.50)

**Olenick, J.** (2021). *A Formal Learning Model for Organizational Training and Transfer*. Faculty Proposal Preparation Program Award, Fall 2021 (Value: \$14,900)

**Olenick, J.** (2020). *Mary L. Tenopyr Graduate Student Scholarship*. Society for Industrial and Organizational Psychology. (Value: \$3,000)

**Olenick, J.** (2017). *Organizational Psychology Department Fellowship for Outstanding Graduate Student*. Michigan State University. (Value: \$31,958)

## **Grants and Fellowships Under Review**

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**Olenick, J., Outland, N., Surface, E. & Egger, K.** (2024). *Advancing Organizational Diversity and Inclusion with Natural Language Processing*. National Science Foundation, ReDDDoT Program. (Amount requested: \$863,646).

**Olenick, J., Kozlowski, S. W. J., & Outland, N.** (2024). *Integrative Dynamic Learning Theory: A Computational Modeling Approach*. Army Research Institute. (Amount requested: \$911,450)

## **Grants and Fellowships in Preparation**

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### **Grants and Fellowships Not Funded**

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**Olenick, J., Kozlowski, S. W. J., Surface, E. A., & Ahn, S. J.** (2023). *Integrative Dynamic Learning Theory: A Computational Modeling Approach*. Army Research Institute. (Amount requested: \$1,537,466)

**Olenick, J., Kuljanin, G., Somaraju, A., & Ryan, A. M.** (2022). *Understanding the Effects of Organizational Processes on Societal Wealth Inequalities: A Computational Modeling Approach*. National Science Foundation. (Amount requested: \$352,535)

**Olenick, J., Kozlowski, S. W. J., & Surface, E. A.** (2022). *Integrative Dynamic Learning Theory: A Computational Modeling Approach*. Army Research Institute. (Amount requested: \$2,286,373)

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<sup>1</sup> Throughout, *italic* names are students, \* denotes undergrad

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**Olenick, J.** (2022). *CAREER: Advancing team composition and diversity sciences: An integration via computational modeling*. National Science Foundation. (Amount requested: \$531,657)

**Olenick, J.** (2021). *Organizational Psychology, Employment Processes, and Societal Inequality*. Old Dominion University Summer Research Fellowship Program. (Amount requested: \$7,000)

**Olenick, J., & Surface, E. A.** (2021). *Enhancing Training Evaluation Through Linguistic Analysis of Survey Responses*. Society for Industrial and Organizational Psychology, Small Grant Program. (Amount requested: \$9,985)

**Olenick, J. & \*Lokke, J.** (2021). *Mindfulness in Individual Performance-Self-Efficacy Dynamics*. Old Dominion University Program for Undergraduate Research & Scholarship. (Amount requested: \$10,000)

### **Peer Reviewed Journal Publications**

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21. **Olenick, J., Egger, K., Bowker, J., Kozlowski, S. W. J., Chang, C-H., Somaraju, A., & Griffin, D.** (in press). A qualitative investigation of teamwork in extreme environments. *Group & Organization Management*. (IF: 4.0)
20. Kuljanin, G., Braun, M. T., Grand, J. A., **Olenick, J.**, Chao, G. T., & Kozlowski, S. W. J. (in press). Advancing leadership and organizational science with computational process theories. *Leadership Quarterly*. <https://doi.org/10.1016/j.leaqua.2024.101797> (IF: 7.5)
19. Somaraju, A., Griffin, D. J., **Olenick, J.**, Chang, C-H., & Kozlowski, S. W. J. (2024). A dynamic systems theory of intrateam conflict contagion. *Journal of Applied Psychology* 109(6), 871-896. <https://doi.org/10.1037/apl0001172> (IF: 9.9)
18. **Olenick, J. & Somaraju, A.** (2024). Questionable assumptions and the study of emergent diversity effects. *Academy of Management Perspectives*, 38(1), 120-131. <https://doi.org/10.5465/amp.2022.0231> (IF: 8.9)
17. Gedik, E., **Olenick, J.**, Chang, C-H., Kozlowski, S. W. J., & Hung, H. (2023). Capturing interaction quality in long duration (simulated) space missions with wearables. *Transactions on Affective Computing*, 14(3), 2139-2152. <https://doi.org/10.1109/TAFFC.2022.3176967> (IF: 14.0)
16. **Olenick, J., & Somaraju, A.** (2023). On the undervaluing of diversity in the validity-diversity tradeoff consideration. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(3), 353-357. <https://doi.org/10.1017/iop.2023.29> (IF: 9.4)
15. **Olenick, J., & Dishop, C.** (2022). Clarifying dynamics for organizational research and interventions: A diversity example. *Organizational Psychology Review*, 12(4), 365-386. <https://doi.org/10.1177/20413866221112427> (IF: 5.6)

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14. Somaraju, A., Nye, C., & **Olenick, J.** (2022). A review of measurement equivalence in organizational research: What's old, what's new, what's next? *Organizational Research Methods*, 25(4), 741-785. <https://doi.org/10.1177/10944281211056524> (IF: 8.2)
  13. Somaraju, A., Griffin, D. J., **Olenick, J.**, Chang, C-H., & Kozlowski, S. W. J. (2022). The dynamic nature of interpersonal conflict and psychological distress in extreme work settings. *Journal of Occupational Health Psychology*, 27(1), 53-73. <https://doi.org/10.1037/ocp0000290> (IF: 7.7)
  12. **Olenick, J.**, Ryan, A. M., & Kuljanin, G. (2021). Basic incomes and the dynamics of wealth accumulation, individual development, and employment opportunities. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(4), 563-568. <https://doi.org/10.1017/iop.2021.107> (IF: 9.4)
  11. Van Fossen, J. A., **Olenick, J.**, Ayton, J., Chang, C. H., & Kozlowski, S. W. (2021). Relationships between personality and social functioning, attitudes towards the team and mission, and well-being in an ICE environment. *Acta Astronautica*, 189, 658-670. <https://doi.org/10.1016/j.actaastro.2021.09.031> (IF: 3.0)
  10. Rosenman, E. D., Misco, A., **Olenick, J.**, ...& Fernandez, R., (2021). Does team leader gender matter? A Bayesian reconciliation of leadership and patient care during trauma resuscitations. *Journal of the American College of Emergency Physicians Open*, 2(1), e12348. <https://doi.org/10.1002/emp2.12348> (IF: 2.3)
  9. **Olenick, J.**, Blume, B., & Ford, J. K. (2020). Advancing training and transfer research through the application of nonlinear dynamics. *European Journal of Work and Organizational Psychology*, 29(4), 541-555. <https://doi.org/10.1080/1359432X.2019.1681501> (IF: 4.9)
  8. Fernandez, R., Rosenman, E.D., **Olenick, J.**, Misco, A.,...& Chao, G.T. (2020). Simulation-based team leadership training improves team leadership and patient care during actual trauma resuscitations: A randomized controlled trial. *Critical Care Medicine*, 48(1), 73-82. <https://doi.org/10.1097/CCM.0000000000004077> (IF: 8.8)
  7. **Olenick, J.**, & Bradburn, J. (2019). Organizational psychology's contribution to the evolution of work and its environmental impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 451-453. <https://doi.org/10.1017/iop.2019.71> (IF: 9.4)
  6. Nye, C., Bradburn, J., **Olenick, J.**, Bialko, C., & Drasgow, F. (2019). How big are my effects? Examining the magnitude of effect sizes in organizational studies of measurement equivalence. *Organizational Research Methods*, 22(3), 678-709. <https://doi.org/10.1177/1094428118761122> (IF: 8.2)

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5. Blume, B., Ford, J. K., Surface, E., & **Olenick, J.** (2019) A dynamic model of training transfer. *Human Resource Management Review*, 29, 270-283.  
<https://doi.org/10.1016/j.hrmr.2017.11.004> (IF: 10.7)
  4. Fernandez, R., Rosenman, E.D., Chipman, A.K., ...**Olenick, J.**, ... & Chao, G.T. (2019). Translating simulation-based team leadership training into patient-centered outcomes. *Journal of Clinical and Translational Science*, 3(1), p.57-58.  
<https://doi.org/10.1017/cts.2019.136> (IF: 4.5)
  3. **Olenick, J.**, Walker, R., Bradburn, J., & DeShon, R. (2018). A systems view of the scientist-practitioner gap. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(2), 220-227. <https://doi.org/10.1017/iop.2018.8> (IF: 9.4)
  2. Zhang, Y., **Olenick, J.**, Chang, C.-H., Kozlowski, S. W. J., & Hung, H. (2018). TeamSense: Assessing personal affect and group cohesion in small teams through dyadic interaction and behavior analysis with wearable sensors. *Proceedings of the Association of Computing Machinery on Interactive, Mobile, Wearable and Ubiquitous Technologies*, 2(3), Article 150.  
<https://doi.org/10.1145/3264960> (IF: 5.0)
  1. **Olenick, J.**, Bhatia, S., & Ryan, A. M. (2016). The effects of g-loading and time-lag in retesting. *The International Journal of Selection and Assessment*, 24(4), 324-336.  
<https://doi.org/10.1111/ijsa.12151> (IF: 2.4)

#### **Other Peer Reviewed Products**

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2. Zhang, Y., **Olenick, J.**, Chang, C.-H., Kozlowski, S. W. J., & Hung, H. (2018). The I in team: Mining personal social interaction routine with topic models from long-term team data. *Proceedings of the 23<sup>rd</sup> International Conference on Intelligent User Interfaces*, 421-426.  
<https://doi.org/10.1145/3172944.3172997>
1. Dudzik, B., Broekens, J., Neerincx, M., **Olenick, J.**, Chang, C.-H., Kozlowski, S.W.J., & Hung, H. (2018). Discovering digital representations for remembered episodes from lifelog data. *Proceedings of the Workshop on Modeling Cognitive Processes from Multimodal Data*, Article 13. <https://doi.org/10.1145/3279810.3279850>

#### **Manuscripts in Revision**

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Eggler, K, **Olenick, J.**, Ligouri, E. A., Savage, J. M., & Katz, I. (first revision). A critical systematic review of allyship in organizations. *Human Resource Management Review*.

#### **Manuscripts Under Review**

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Somaraju, A., **Olenick, J.**, & Eggler, K. (under review). Reducing the effects of adverse Impact on racial wealth inequality via targeted recruiting, training, and educational aid. *Journal of Business and Psychology*.

## Book Chapters

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1. Dishop, C., **Olenick, J.**, & DeShon, R. (2020). Principles for taking a dynamic perspective. In Y. Griep, S.D. Hansen, T. Vantilborgh, and J. Hofmans (Eds.), *Handbook of temporal dynamic organizational behavior, Vol. 1: A dynamic look at organizational behavior topics* (pp. 26-43). Edward Elgar.

## Other Archived Products

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Somaraju, A., & **Olenick, J.** (2022). What makes a biased selection process? Longitudinal and measurement concerns. <https://doi.org/10.31234/osf.io/fsdt3>.

Somaraju, A. & **Olenick, J.** (2022). When equal opportunity exacerbates inequality: A note on the dynamics of widening wealth disparities. <https://doi.org/10.31234/osf.io/ng2y5>.

## Current Projects in Progress

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**Olenick, J.**, Davis, J., & Surface, E. (draft complete). Buffering effects of individual factors on self-regulatory dynamics in foreign language training. Target: *Journal of Applied Psychology*.

**Olenick, J.**, & Surface, E. (draft complete). A dynamic cognitive model of training transfer. Target: *Human Resource Management Review*.

Nye, C., & **Olenick, J.**, (draft complete). Advancing effect sizes for moderation tests. Target: *Organizational Research Methods*.

He, Y., **Olenick, J.**, Zhou, Y., & Barnes, C. (writing). A network-based measure of activated team faultlines. Target: *Organizational Research Methods*.

**Olenick, J.**, Egger, K. & Outland, N. (writing). A complex problem requires a complex solution: Leveraging variety diversity and faultlines for team composition. Target: *Journal of Management*.

**Olenick, J.**, & Egger, K. (writing). Training needs assessments for improving diversity training. Target: *Academy of Management Perspectives*.

**Olenick, J.**, Egger, K., & Neal, Z. (writing). Examining the effects of selection processes on organizational segregation: A computational model. Target: *Journal of Applied Psychology*.

**Olenick, J.**, \*Slaughter, C., Savage, M., & Surface, E. (writing). Trainer effects in multi-phase training environment. Target: *Military Psychology*.

Ellington, K. **Olenick, J.** Bauer, K., & Surface, E. (writing). Trainers matter more than you think. Target: *Journal of Applied Psychology*.

Somaraju, A., Griffin, D., **Olenick, J.**, Bowker, J., Chang, C-H., & Kozlowski, S. W. J. (writing). Dynamic conflict asymmetries in extreme teams. Target: *Proceedings of the National Academy of Sciences*.

Griffin, D., Somaraju, A., **Olenick, J.**, Chang, C-H., & Kozlowski, S. W. J. (writing). A Lewinian force field analysis of team dynamics. Target: *Journal of Applied Psychology*.

Warnock, K., & **Olenick, J.** (writing). Using relationship psychology to understand social ties in extreme teams. Target: *Organizational Behavior*.

Bauer, K., **Olenick, J.**, Ellington, K., & Surface, E. (data analysis). A competency model for trainer effectiveness. Target: *Personnel Psychology*.

**Olenick, J.**, (data analysis). An independent replication and extension of the within-person self-efficacy effect. Target: *Journal of Applied Psychology*.

Eggler, K., \*Bales, E., \*Kann, R., & **Olenick, J.** (data collection). Diversity and inclusion statement effects on applicant reactions and outcomes. Target: *Journal of Business and Psychology*.

**Olenick, J.**, Ellington, K., & Bauer, K. (ideation). The disappearance of training from IO's top journals and the continued need for retraining in the workplace of today and tomorrow. Target: *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

### **Conference Symposia Chaired**

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7. Kozlowski, S. W. J. & **Olenick, J.** (2023, April). Interpersonal relationships in extreme teams: A social network perspective [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
6. Bisbey, T. & **Olenick, J.** (2023, April). Training as a multi-level, emergent phenomenon: A systems approach to better training [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
5. Katz, I. M., **Olenick, J.**, Ingerick, M. (2022, April). *Community of interest: Organizational complexity and computational modeling in research and practice* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
4. Kozlowski, S. W. J., & **Olenick, J.** (2022, April). *Process-oriented theorizing and computational modeling* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
3. **Olenick, J.**, & Bauer, K. (2021, April). *Trial and error: Processes and predictors of training transfer* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
2. Braun, M.T., & **Olenick, J.** (2021, April). *Getting started with computational modeling: Understanding what, when, why, and how* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

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1. **Olenick, J.**, & Kozlowski, S.W.J. (2019, August). *A matter of time: Advancing the study of team processes in extreme environments* [symposium]. The Academy of Management, Boston, MA, United States.

### Conference Papers

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31. **Olenick, J.**, Egger, K. D., Gupta, A., & Surface, E. A. (2024). Award: Best of SIOP [IGNITE]. *Natural Language Processing in DEI Surveys*. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
30. Egger, K. D., Alyaan, S., **Olenick, J.**, Gupta, A., Surface, E. A., Ousterout, J. (2024). Identifying Biases in Natural Language Processing Across Demographic Groups. In Elfeki, Y. (Chair) & D'Mello, S. D. (Discussant) (2024). *Unlocking Potential: AI Applications in Diversity, Equity, and Inclusion Research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
30. *Savage, J. M.*, & **Olenick, J.** (2024). Building trust through allyship: Moderating roles of motivation and perspective. In Ready, E. J. (Co-Chair), Snoeyink, M., Smith, N. A. (Co-Chair), & Ruggs, E. R. (Discussant). (2024). *A rising tide: How allyship elevates employee experiences* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
29. **Olenick, J.** (2023, April). Modeling individual goals and social pressures in promoting training transfer [paper]. In T. Bisbey & J. Olenick (chairs), *Training as a multi-level, emergent phenomenon: A systems approach to better training* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
28. *Liguori, E. A.*, *Egger, K. D.*, *Savage, J. M.*, **Olenick, J.** & Katz, I. M. (2023). A critical review of organizational allyship: Issues in conceptualization, operationalization, and definitional sources. In K. D., Egger, & C. Nittrouer (chairs). *Advancing allyship research and practice: Theory, methodology, and training* [Symposium]. Society for Industrial Organizational Society Annual Conference, Boston, MA, United States.
27. *Warnock, K.* & **Olenick, J.** (2023, April). Model of relationship development in isolated, confined, and extreme teams [paper]. In S. W. J. Kozlowski & J. Olenick (chairs). *Interpersonal relationships in extreme teams: A social network perspective* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
26. Griffin, D. J., Somaraju, A. V., **Olenick, J.**, Chang, C.-H., & Kozlowski, S. W. J. (2023, April). Emergent social interaction networks in extreme teams: A formal theory of force fields [paper]. In S. W. J. Kozlowski & J. Olenick (chairs). *Interpersonal relationships in extreme teams: A social network perspective* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

25. **Olenick, J.** (2022, April). Social Learning in the learning transfer model. In S. W. J. Kozlowski & J. Olenick (Chairs), *Process-oriented theorizing and computational modeling* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
24. **Olenick, J.** (2022, March). Training transfer as a process: Unpacking transfer with computational modeling [paper]. The 62<sup>nd</sup> Annual International Military Testing Association Conference, Raleigh, NC, United States.
23. **Olenick, J.,** & Surface, E. A. (2022, March). Self-Regulated learning dynamics and training skill and transfer outcomes [paper]. The 62<sup>nd</sup> Annual International Military Testing Association Conference, Raleigh, NC, United States.
22. **Olenick, J.** (2021, April). The learning transfer model: A formal model of training transfer [paper]. In J. Olenick & K. Bauer (Chairs). *Trial and error: Processes and predictors of training transfer* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
21. Ellington, K., **Olenick, J.,** Bauer, K., & Surface, E. (2021, April). Trainers matter for more than just reactions [paper]. In J. Olenick & Bauer, K. (Chairs), *Trial and error: Processes and predictors of training transfer* [symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
20. Misisco, A.T., Grand, J.A., **Olenick, J.,** Rosenman, E., Fernandez, R., Broliar, S., Chao, G.T., & Kozlowski, S.W.J. (2020, April). A Bayesian reconciliation of leadership gender effects in emergency medical teams [paper]. In A.T. Misisco and S.W.J. Kozlowski (Chairs), *Modern advances in the study of team composition and diversity* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX, United States.
19. Griffin, D.J., **Olenick, J.,** van Fossen, J., Misisco, A.T., Chang, C-H., & Kozlowski, S.W.J. (2020, April). Team dynamics: Predicting psychological events using team interaction sensors [paper]. In M. Marcinkowski and S. Bell (Chairs), *Moon 2024: Translating research to practice for upcoming Artemis Lunar Exploration* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX, United States.
18. Van Fossen, J.A., Misisco, A., **Olenick, J.,** Griffin, D., Chang, C-H., & Kozlowski, S.W.J. (2020, April). An idiographic approach to understanding team process dynamics [paper]. In H.E. Yang, T. Burns, and K. Bezukova (chairs), *Trapped together: Teamwork in isolated, confined, and extreme teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX, United States.
17. Misisco, A., **Olenick, J.,** Dishop, C., Chang, C-H., & Kozlowski, S.W.J. (2019, August). Frozen over time? Dynamic equilibrium in ICE teams [paper]. In J. Olenick, & S.W.J. Kozlowski (Chairs), *A matter of time: Advancing the study of team processes in extreme environments*. The Academy of Management, Boston, MA, United States.

16. Kozlowski, S.W.J., Chang, C-H., Biswas, S., Dishop, C., **Olenick, J.**, Morrison, M., & Misisco, A. (2019, August). Capturing the dynamics of team interaction processes [paper]. In C.G. Collins and N. Quigley (Chairs), *Explorations of team dynamics: Advances in theory and methodology* [Symposium]. The Academy of Management, Boston, MA, United States.
15. Fernandez, R., Rosenman, E., Broliar, S.,...**Olenick, J.**, ...& Kozlowski, S.W.J. (2019, August). Simulation-based Leadership Training for Emergency Medical Teams [paper]. In J. Olenick, and S.W.J. Kozlowski (Chairs), *A matter of time: Advancing the study of team processes in extreme environments* [Symposium]. The Academy of Management, Boston, MA, United States.
14. **Olenick, J.** (2019, April). Using variety diversity and faultlines as levers for team composition [paper]. In T. Bedwell (Chair), *Team composition: Exploring the changing landscape of both science and practice* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Washington, DC, United States.
13. **Olenick, J.** (2019, April). To change or not to change? A model of choosing to change approach to one's task [paper]. In G. Kuljanin and J.A. Grand (Chairs), *Modeling emergent phenomena: Implementations and process insights* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Washington, DC, United States.
12. Dishop, C., **Olenick, J.**, Misisco, A., Morrison, M., Chang, C-H., & Kozlowski, S.W.J. (2019, April). Issues when combining different data sources [paper]. In L. Zhou (Chair), *Methodological developments in research using organic data: An interdisciplinary view* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Washington, DC, United States.
11. **Olenick, J.** (2019, April). Teams in space: Keeping relationships from getting ICE-y [paper]. *Roger That! Conference*, Grand Rapids, MI, United States.
10. **Olenick, J.** (2018, August). Building a two-system theory of training transfer [paper]. The Academy of Management, Chicago, IL, United States.
9. **Olenick, J.** (2018, August). When Occam's Razor cuts too close: Toward a more nuanced view of team composition [paper]. The Academy of Management, Chicago, IL, United States.
8. **Olenick, J.**, Dixon, A., Webb, J., Dishop, C., Chang, C-H., & Kozlowski, S. (2018, April). Intensive longitudinal tests of team process dynamics in ICE environments [paper]. In A. Niler (Chair), *A question of time: Multidisciplinary approaches to understanding team dynamics* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

7. **Olenick, J.** (2017, April). Applying dynamic systems and chaos theory to training processes [paper]. In B. Blume (Chair), *New directions for training transfer research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.
6. **Olenick, J.**, Dixon, A. J., Dishop, C., Kozlowski, S. W. J., & Chang, C.-H. (2017, April). Applying linguistic analysis to isolated, and confined, extreme environmental teams [paper]. In S. K. B. Perry & G. F. Goodwin (Chairs), *Beyond unobtrusive methodologies: The intrusive component of "big data" research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.
5. Webb, J. M., **Olenick, J.**, Dixon, A. J., Binsted, K., Chang, C.-H., & Kozlowski, S. W. J. (2017, April). Comparing long-duration team dynamics in a Mars exploration simulation [paper]. In L. DeChurch, S. Bell, & N. Contractor (Chairs), *Exploring new frontiers: Building better teams on Earth and beyond* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.
4. Dixon, A. J., Webb, J. M., **Olenick, J.**, Ayton, J., Harvey, R., Karner, J., Chang, C.-H., & Kozlowski, S. W. J. (2017, April). Using experience sampling data to examine relationships between team processes [paper]. In L. DeChurch, S. Bell, & N. Contractor (Chairs), *Exploring new frontiers: Building better teams on Earth and beyond* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.
3. Blume, B., Ford, J. K., Surface, E., & **Olenick, J.** (2017, April). An expanded model of training transfer [paper]. In B. Blume (Chair), *New directions for training transfer research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.
2. Webb, J. M., **Olenick, J.**, Dixon, A. J., Binsted, K., Chang, C.-H., & Kozlowski, S. W. J. (2017, January). Comparing team functioning of three teams living in the Hawai'i space exploration analog and simulation [paper]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
1. Chang, C.-H., Kozlowski, S. W. J., Santoro, J. M., **Olenick, J.**, Dixon, A. J., & Ayton, J. (2016, August,). Tracking long-term team dynamics in the Antarctic [paper]. In J. Ayton (Chair), *Human biology and medicine* [Symposium]. SCAR Biennial Meetings and the 2016 Open Science Conference, Kuala Lumpur, Malaysia.

## **Posters**

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27. Davis, J. A., **Olenick, J.**, & Surface, E. A. (2024). Mediated regulatory dynamics and training transfer outcomes. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

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26. Jalil, D. M., **Olenick, J.**, Katz, I. M., & Bennett, A. A. (2024). Third party reactions to performance feedback. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
  25. **Olenick, J.**, & \*Lokke, J. (2023, August). Trait mindfulness and the updating of academic self-efficacy perceptions [poster]. American Psychological Association Annual Conference, Washington, DC, United States.
  24. **Olenick, J.**, Somaraju, A., Griffin, D., *Savage, J. M.*, Chang, C-H., & Kozlowski, S. W. J. (2023, August). Development of a single-item measure battery for studying team dynamics [poster]. American Psychological Association Annual Conference, Washington, DC, United States.
  23. \*Canady, K., \*Lokke, J., \*Holmes, D., & **Olenick, J.** (2023, August). A computational model of ambiguity, mindfulness, and resource allocation effects on performance [poster]. American Psychological Association Annual Conference, Washington, DC, United States.
  22. *Eggler, K.*, **Olenick, J.**, Surface, E. A., & Ousterout, J. (2023, August). When diversity measures are nonequivalent: Advice for practitioners [poster]. American Psychological Association Annual Conference, Washington, DC, United States.
  21. *Savage, J. M.*, **Olenick, J.** (2023, April). An independent replication and exploration of the within-person efficacy effect [poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
  20. *Davis, J.*, **Olenick, J.**, & Surface, E. A. (2023, April). Self-regulated learning dynamics and training transfer outcomes [poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
  19. *Eggler, K.*, **Olenick, J.**, Surface, E. A., & Ousterout, J. (2023, April). Measurement nonequivalence: Addressing group differences in DEI measures [poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
  18. \*Lokke, J., \*Canady, K., \*Holmes, D., & **Olenick, J.** (2023, April). A computational model of mindfulness effects on regulatory processes [poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
  17. *Eggler, K. D.*, **Olenick, J.**, Surface, E. A., & Ousterout, J. (2023, April 3-7). *When diversity measures are nonequivalent: Advice for practitioners* [Poster]. Old Dominion University 2023 Graduate Research Achievement Day, Norfolk, VA, United States.
  16. *Hayes, R. H.*, & **Olenick, J.** (2022, April). *A mathematical interpretation of the relational process model of humor* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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15. *Savage, J. M., Olenick, J., & Neal, Z. P. (2022, April). A computational modeling of organizational segregation patterns* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
  14. *Olenick, J., Savage, J. M., \*Slaughter, C., & Surface, E. (2022, April). A cross-classified investigation of trainer effects on language training outcomes* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
  13. *Bauer, K. N., Olenick, J., Surface, E. A., & Ellington, J. K. (2022, April). Trainer behaviors matter: Development of a trainer effectiveness competency model* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
  12. *\*Slaughter, C., Olenick, J., Savage, J. M., & Surface, E. A. (2022, March). Combined trainer effects on trainee outcomes in foreign language training* [Poster]. The 62<sup>nd</sup> Annual International Military Testing Association Conference, Raleigh, NC, United States.
  11. *\*Lokke, J., Olenick, J., & Surface, E. A. (2022, March). The Effect of Learning Orientation on Language Training Outcomes* [Poster]. The 62<sup>nd</sup> Annual International Military Testing Association Conference, Raleigh, NC, United States.
  10. *Somaraju, A., Olenick, J., Griffin, D., Chang, C.-H., & Kozlowski, S. W. J. (2021, April). The dynamics of conflict contagion* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
  9. *Olenick, J., & Nye, C. (2020, April). Moderation testing in organizational research: Effect sizes for testing interactions* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX, United States.
  8. *Olenick, J. (2019, April). Test-retest and internal consistency reliability and the analysis of experimental designs* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Washington, DC, United States.
  7. *Olenick, J. (2018, April). Adapting for success: Goal orientations and the within-person model of self-efficacy* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
  6. *Olenick, J., Webb, J., Dishop, C., Binsted, K., Chang, C-H., & Kozlowski, S. (2018, January). Team dynamics and granger causality in a long duration flight analog* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
  5. *Dishop, C., Olenick, J., Santoro, J., Kozlowski, S., Chang, C-H., & Perry, S. (2018, January). Algorithm validation in the application of sensor data to team processes* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.

4. **Olenick, J.**, Morrison, M., Dixon, A., Dishop, C., Harvey, R., Karner, J., Chang, C.-H., & Kozlowski, S. W. J. (2017, January). *Using linguistic analysis tools to study teams in ICE environments* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
3. Webb, J. M., **Olenick, J.**, Ayton, J., Chang, C.-H., & Kozlowski, S. W. J. (2017, January). *An examination of the relationships between the big five personality factors and team processes* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
2. Dixon, A., Webb, J., **Olenick, J.**, Chang, C., & Kozlowski, S. (2017, January). *An investigation into team dynamics within the Human Exploration Research Analog* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.
1. Santoro, J. M., **Olenick, J.**, Dixon, A. J., Ayton, J., Chang, C.-H., & Kozlowski, S. W. J. (2016, February). *Tracking long-term team dynamics in the Antarctic* [Poster]. NASA Human Research Program Investigators' Workshop, Galveston, TX, United States.

#### **Invited Presentations**

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5. **Olenick, J.** (November 11, 2022). *Organizational Psychology and Social Inequalities: Applying Computational Models to a Wicked Problem*. Old Dominion University College of Sciences' Science Fridays, Norfolk, VA.
4. **Olenick, J.** (May 17, 2022). *Computational modeling for psychological research and practice*. The Rotary Club of Norfolk, VA.
3. **Olenick, J.** (Fall, 2020). *The Advantages of Computational Modeling*. Michigan State University, East Lansing, MI. Agent Based Modeling Workshop.
2. **Olenick, J.** (March 16, 2018). *My journey and research*. Michigan State University, East Lansing, MI. Organizational Psychology Colloquia.
1. **Olenick, J.** (August 15, 2016). *The employment process: Tips for applicants*. Michigan State University, East Lansing, MI. Residential Education and Housing Services.

#### **Reports and White Papers**

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13. **Olenick, J.**, & Ahn, S. J. (2024, March). *Using virtual reality to support longitudinal training transfer among adult learners*. Army Research Institute Foundational Research Unit.
12. Cigularov, K., & **Olenick, J.** (2023, June). *Computational modeling for leadership teams in the US Navy*. Office of Naval Research.
11. Levine, J., Surface, E., **Olenick, J.**, Ellington, K., & Dezern, E. (2022, August). *Insights to support talent scorecard use*. Series of Intuitive Surgery Consulting Reports.

10. **Olenick, J.**, Kozlowski, S. W. J., & Surface, E. A. (2021, November). *A formal model of learning and transfer: Integrating learning research across theories and domains*. Army Research Institute Foundational Research Unit.
9. Kozlowski, S. W. J., Biswas, S., Chang, C-H., **Olenick, J.**, Dishop, C., & Morrison, M. (2018, November). *Measuring, monitoring, and regulating teamwork for long duration missions*. Final report for NASA grant NNX13AM77G.
8. **Olenick, J.**, & Webb, J. (2018, April). *A technical report on the construct validation of the Portal Green Integrity Assessment*. Portal Green.
7. **Olenick, J.**, Webb, J., Kozlowski, S., & Chang, C-H. (2017, November). *Team psycho-social functioning in isolated, confined, and extreme environments*.
6. **Olenick, J.**, Dixon, A., Webb, J., Dishop, C., Chang, C-H., Kozlowski, S. (2017, June). *Report on the use of Linguistic Inquiry and Word Count (LIWC) for monitoring teams in space-flight analogs*.
5. **Olenick, J.**, Santoro, J., Dixon, A., Kozlowski, S., & Chang, C-H. (2017, February). *Investigating teams in isolated, confined, and extreme environments: A look into AAD missions*. Australian Antarctic Division.
4. **Olenick, J.**, & Ford, J. K. (2017). *Training on the Rattunde line: Trainer notes*. Technical report, Ford & Associates, Williamston, MI, United States.
3. Ford, J. K., & **Olenick, J.** (2016). *Training on the B&O line: Trainer notes*. Technical report, Ford & Associates, Williamston, MI, United States.
2. Dixon, A. J., **Olenick, J.**, Santoro, J. M., Chang, C-H., & Kozlowski, S. W. J. (2016, June). *ANSMET research report*.
1. **Olenick, J.**, Santoro, J., Kozlowski, S., Chang, C-H., & Dixon, A. (2015, December). *Investigating teams in isolated, confined, and extreme environments: A look into AAD missions*. Australian Antarctic Division.

### **Teaching Experience**

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| <i>Adult Learning and Workforce Development</i> , PSYCH 9100, University of Georgia, Professor | Fall 2024       |
| <i>Psychology of Workforce Selection</i> , PSYC 5100, University of Georgia, Professor         | Falls 2023-2024 |
| <i>Psychology of the Workplace</i> , PSYC 4230, University of Georgia, Professor               | Spring 2024     |
| <i>Psychology of Teams</i> , PSYC 8980, University of Georgia, Professor                       | Fall 2023       |

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| <i>Research Methods in Psychology</i> , PSYC 318w, Old Dominion University,<br>Professor                    | Spring 2021 –<br>Summer 2023 |
| <i>Industrial &amp; Organizational Psychology</i> , PSYC 303, Old Dominion<br>University, Professor         | Fall 2022                    |
| <i>Organizational Psychology</i> , PSYC 850, Old Dominion University,<br>Professor                          | Spring 2022                  |
| <i>Psychology of Work Teams</i> , PSYC 895, Old Dominion University,<br>Professor                           | Fall, 2021                   |
| <i>Psychology of Personnel Selection</i> , PSYC 865, Old Dominion University,<br>Professor                  | Fall 2020                    |
| <i>Organizational Staffing</i> , MGT 411, Michigan State University, Graduate<br>Instructor                 | Spring 2020                  |
| <i>Personality Psychology</i> , PSY 236, Michigan State University, Graduate<br>Instructor                  | Summer 2019                  |
| <i>Managing the Learning Organization</i> , MGT 817, Michigan State<br>University, Teaching Assistant       | Summer 2017 –<br>Spring 2020 |
| <i>Advanced Topics in Organizational Psychology</i> , PSY 455, Michigan State<br>University, Guest Lecturer | September 2017               |
| <i>Measurement and Research Design</i> , PSY 395, Michigan State University,<br>Lab Instructor              | Spring 2016                  |
| <i>Developmental Psychology – Adolescence</i> , PSY 444, Michigan State<br>University, Teaching Assistant   | Fall 2015                    |

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### **Student Mentoring**

#### ***Dissertations Chaired***

Daroon Jalil, *A dual-processing model of third-party reactions to workplace feedback*, Old Dominion University, December 2023

Richard Hayes, *Towards a formal theory of workplace humor*, Old Dominion University, May 2023

#### ***Dissertation Committees***

Hope Dodd, *Leadership in virtual teams: An experience sampling study*, University of Georgia, expected December 2024

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**Master's Thesis Chair**

John Savage, *Effects of congruence of ally-target perceptions of allyship behaviors on dyadic relationships*, Old Dominion University, May 2024

**Master's Thesis Committee Member**

Hannah Twashi, *Exploring the use of AI agents to simulate human behavior in group decision-making*, University of Georgia, May 2024

Ellie Liguori, *The incremental validity of feedback orientation on performance: Beyond C & g*, Old Dominion University, May 2024

**Graduate Awards**

Kristen Egger, *Dan Mack Research Fellowship*, University of Georgia, January 2024 (value: \$965)

Kristen Egger, *Outstanding Graduate Teaching Assistant – Laboratory Instructor*, Old Dominion University, April 2022 (value: \$1,000)

**Undergraduate Honor's Chair**

John Lokke, *The role of mindfulness in updating self-efficacy following task failure*, Old Dominion University, expected May 2024

**Undergraduate Scholarships and Grants Funded**

Emma Bales, *Center for Undergraduate Research Opportunities Summer Research Fellowship* (multiple awards). University of Georgia (total value: \$4,000)

John Lokke, *Virginia Academy of Sciences Undergraduate Research Award*, Old Dominion University, 2022 (value: \$1,000)

John Lokke, *John and Kate Broderick Opportunity Scholarship*, Old Dominion University, 2021-2022 (value: \$13,750)

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**Honors, and Awards**

Department of Psychology Service Award, Old Dominion University, 2022-2023  
Commendation for impacting student success in LeADERS Program, Old Dominion University, 2022

Academy of Management Organizational Behavior Doctoral Student Consortium, accepted for attendance Boston, MA, August 2019

Society for Industrial and Organizational Psychology Machine Learning Competition 2019, 3<sup>rd</sup> place

The Honors Society of Phi Kappa Phi, Michigan State University Chapter, April 2018

AT&T Best Blended Course of Excellence, with Dr. Cathleen McGreal, PSY 444 Michigan State University, Spring 2016

Psi Chi Honors Society, Michigan State University Chapter, Spring 2012

Phi Alpha Theta Honors Society, Michigan State University Chapter, Spring 2012

## **Professional Affiliations**

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Member, Association for Talent Development  
Member, Society for Human Resource Management  
Member, Academy of Management  
Member, American Association for the Advancement of Science  
Member, American Psychological Association  
Member, Association for Psychological Science  
Member, Society for Industrial and Organizational Psychology

## **Professional Service**

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Scientific Affairs Committee, June 2023-present, Society for Industrial-Organizational Psychology  
Committee on Ethnic and Minority Affairs (CEMA) Mentor, March 2023-December 2023, Society for Industrial-Organizational Psychology  
Board of Directors Member At-Large Candidate, 2023, American Psychological Association

## **Departmental Service**

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Professional Development Series Committee Chair, 2023-present, University of Georgia  
Comprehensive Exam Committee, 2023-2024, University of Georgia  
IO-program Chair, March 2022-May 2023, Old Dominion University  
Undergraduate Curriculum Committee Member, 2021-2023, Old Dominion University  
Graduate Curriculum Committee Member, 2021- 2023, Old Dominion University  
Human Factors Search Committee Member, 2022-2023, Old Dominion University  
IO Search Committee Member, 2021-2022, Old Dominion University  
Peer Mentor, 2017-2020, Michigan State University  
Alumni Committee, 2017-2020, Michigan State University  
Brownbag Committee, 2016-2017, Michigan State University  
Recruitment Committee, 2015-2016, Michigan State University

## **Reviewer Experience**

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Editorial Board Memberships

*Journal of Business and Psychology* (2023-present; 3 papers)

Ad-hoc Reviewer

*Academy of Management Conference* (2020-2024)

*Equity, Diversity, and Inclusion: An International Journal* (1 paper)

*European Journal of Work and Organizational Psychology* (2 papers)

*European Journal of Psychological Assessment* (1 paper)

*International Journal of Training and Development* (2 paper2)

*Industrial and Organizational Psychology: Perspectives on Science and Practice* (1 paper)

*Journal of Applied Psychology* (3 papers)

*Learning and Individual Differences* (1 paper)

*Organizational Behavior and Human Decision Processes* (1 paper)

*Organizational Psychology Review* (1 paper)

*Society for Industrial and Organizational Psychology Annual Conference* (2020-2024)

*Transactions on Affective Computing* (1 paper)

#### Grant Reviewing

National Science Foundation Science of Organizations (2023)

Katholieke Universiteit Leuven (Belgium) Industrial Research Council (2022)

#### **Continuing Education and Workshops Attended**

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Grant Development Program, Owens Institute for Behavioral Research, University of Georgia (2024-2026)

Early Career Faculty Consortium, Society for Industrial and Organizational Psychology (April 2023)

Integrating AI into Academic Writing: Strategies, Tools, and Assignment Redesign, Old Dominion University (April 2023)

Mentoring Workshop, SIOP Committee for Ethnic and Minority Affairs (March 2023)

Faculty Summer Teaching Conference: Reimagining the Student Learning Experience with Canvas. Faculty Learning Center, Old Dominion University (May 2022)

Canvas Introductory Training. Faculty Learning Center, Old Dominion University. (April 2022)

Text as Data. Code Horizons. (August 2021)

#### **Applied Experience**

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##### **Johnson & Johnson**

Review existing training programs and provide recommendations for improving efficiency and effectiveness of various programs.

August 2024 -  
Present

##### **The Diversity Movement**

Assist with a variety of measurement projects related to providing individual and organizational feedback on leadership and DEI initiative progress. Analyze quantitative and qualitative data, examine for biases and group differences, explore applications of artificial intelligence and natural language processing, develop measures.

August 2022 -  
Present

##### **Intuitive Surgery**

Consulted on performance management, selection, onboarding, and leadership processes. Conducting data analysis, report writing, and presenting findings and recommendations to organizational leadership

June 2022-  
September 2022

##### **Portal Green**

Performed analyses, research, and report writing for initial validation effort of integrity assessment

March 2018 –  
September 2018

##### **Eaton Steel, Oak Park, MI, (via Ford and Associates)**

Performed job analysis and designed training programs for two production lines, resulting in reductions of training time by about 50%

September 2015 –  
March 2017

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| <p><b>Ford Motor Company</b><br/>         Researched validity of video-based interviewing systems, provided final report and presentation to company representatives</p>  | <p>January 2017 -<br/>         April 2017</p>    |
| <p><b>SWA Consulting, Inc.</b><br/>         Consultant providing background research on topics as needed</p>  | <p>October 2016 –<br/>         December 2016</p> |
| <p><b>Human Resources Intern</b>, Michigan State University, East Lansing, MI<br/>         Performed hiring, onboarding, training and payroll processes for staff of about 30 students. Designed training programs and advised management staff on matters relating to Organizational Psychology.</p> | <p>October 2015 –<br/>         April 2016</p>    |
| <p><b>Dow Corning</b>, Midland, MI (via Employee Research Group)<br/>         Performed primary analyses and assisted with report writing for validation study of selection measures</p>  | <p>June 2013 –<br/>         August 2013</p>      |
| <p><b>Professional Aide and Level IV Student Supervisor</b>, Michigan State University, Residential Education and Housing Services, <i>East Lansing, MI</i></p>   | <p>November 2011 –<br/>         August 2015</p>  |