

## Jacob C. Bradburn

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316 Physics Rd.  
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### RESEARCH INTERESTS

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- Selection
- Individual Differences
- Methodology

### EDUCATION

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**Michigan State University** Expected Spring 2020  
Ph.D. Organizational Psychology  
Dissertation Title: *“What Do I Want to Do Today?”: State Vocational Interests, Outcomes, and Predictors of Variation*  
Advisor: Dr. Ann Marie Ryan  
Committee Members: Dr. Christopher Nye, Dr. Frederick Leong, & Dr. Jason Huang  
M.A./Ph.D Cumulative GPA: 3.973

**Michigan State University** Summer 2018  
M.A. Organizational Psychology  
Thesis Title: *Are We Leaving Validity on the Table?: An Exploration into the Validity of Personality Interactions for Predicting Job Performance*  
Advisor: Dr. Ann Marie Ryan  
Committee Members: Dr. Christopher Nye & Dr. Neal Schmitt

**University of Michigan** May 2015  
B.A. Honors Psychology,  
Minor in Business Administration & Environment  
Thesis Title: *The N-Effect in Sales - A Field Experiment*  
Advisor: Dr. Stephen Garcia  
GPA: 3.778

### PEER REVIEWED PUBLICATIONS

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Olenick, J., & Bradburn, J. (In Press). Organizational Psychology’s Contribution to the Evolution of Work and it’s Environmental Impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Bradburn, J. & Schmitt, N. W. (2019). Combining Cognitive and Non-Cognitive Predictors and Impact on Selected Individual Demographics: An Illustration. *International Journal of Selection and Assessment*, 27(1), 21-30.

Lee, H. L., Bradburn, J., Johnson, R. E., Lin, J., & Chang, C. (2019). The Benefits of Receiving Gratitude for Helpers: A Daily Investigation of Proactive and Reactive Helping at Work. *Journal of Applied Psychology*, 104(2), 198-213.

- Nye, C. D., Bradburn, J., Olenick, J., Bialko, C. S., & Drasgow, F. (2019). How Big Are My Effects? Examining the Magnitude of Effect Sizes in Studies of Measurement Equivalence. *Organizational Research Methods*, 22(3), 678-709.
- Schmitt, N. W., Prasad, J. J., Ryan, A. M., Bradburn, J., & Nye, C. D. (2019). Culture as a Determinant of Option Choice in a Situational Judgment Test: A New Look. *Journal of Occupational and Organizational Psychology*, 92(2), 330-351.
- Nye, C. D., Prasad, J. J., Bradburn, J., & Elizondo, F. (2018). Improving the Operationalization of Interest Congruence Using Polynomial Regression. *Journal of Vocational Behavior*, 104(1), 154-169.
- 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.
- Nye, C. D., Butt, S. M., Bradburn, J., & Prasad, J.J. (2018). Interests as Predictors of College Performance: An Omitted and Underappreciated Variable. *Journal of Vocational Behavior*, 108(1), 178-189.
- Schmitt, N. W. & Bradburn, J. (2018). An Ideal Student Factor and the Validity of Noncognitive Measures of Student Potential. *International Journal of Selection and Assessment*, 26(4), 109-123.

#### **MANUSCRIPTS UNDER REVIEW**

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*\*Titles removed for blind review*

- Bradburn, J., Ryan, A. M., Boyce, A., McKinniss, T., & Way, J. (2<sup>nd</sup> Round R&R). TOPIC: Utilizing Interactions of Personality Traits for Predicting Job Performance. *Personnel Assessment and Decisions*.
- Ryan, A. M., Bhatia, S., Beals, E., Boyce, A., Martin, N., Conway, J., & Bradburn, J. (2<sup>nd</sup> Round R&R). TOPIC: Cultural Influence on Social Desirability of Personality. *Journal of Applied Psychology*.
- Bradburn, J., Ryan, A. M., McKinniss, T., & Way, J. (Under Review – 2<sup>nd</sup> Round). TOPIC: Impact of Context on Validity of Personality. *Personnel Assessment and Decisions*.

#### **MANUSCRIPTS IN PREPARATION**

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- Nye, C. D., Bradburn, J., Putka, D., Boyce, A., Martin, N., & Elizondo, F. TOPIC: Applying Machine Learning and Person-Environment Fit Techniques to Personality in Predicting Performance. *Stage: Writing*.

#### **PRESENTATIONS UNDER REVIEW**

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*\*Titles removed for blind review*

- Bashore, D., Brower, C., Caudill, A., & Josh, P. (Under Review). TOPIC: Advice for I/O Internships. Alternative Session under review for the 2020 Society for Industrial and Organizational Psychology Annual Conference in Austin, TX.
- Bradburn, J., Nye, C., Putka, D., Boyce, A., Martin, N., & Elizondo, F. (Under Review). TOPIC: Applying Machine Learning and Person-Environment Fit Techniques to Personality in Predicting

Performance. Symposium presentation under review for the 2020 Society for Industrial and Organizational Psychology Annual Conference in Austin, TX.

Sodhi, K., Bradburn, J., Norris-Watts, C., Burke, T., Koenig, N., Montefiori, L., & Williams, M. (Under Review). TOPIC: Hiring Data Scientists. Panel discussion under review for the 2020 Society for Industrial and Organizational Psychology Annual Conference in Austin, TX.

## **PRESENTATIONS**

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Bradburn, J., Ryan, A. M., Boyce, A., McKinniss, T., & Way, J. Is It Complicated?: Validity of Personality Interactions for Predicting Performance. Paper presentation accepted for the 2019 International Personnel Assessment Council Annual Conference in Minneapolis, MN.

Brucher, N., Bradburn, J., Gardner, D., Ryan, A. M., Johnson, T., Lobene, E., & Martin, N. (April, 2019). Suitable for All Ages? Gamified Assessment Reactions, Performance, and Age. Poster accepted for presentation at the 2019 Society for Industrial and Organizational Psychology Annual Conference in National Harbor, MD.

Bradburn, J., Ryan, A. M., McKinniss, T., & Way, J. (July, 2018). Personality Validity: How Much Does Context Matter? Invited talk given at 2018 International Personnel Assessment Council Annual Conference in Alexandria, VA.

\*Winner of 2018 IPAC James C. Johnson Student Paper Competition

Bradburn, J., Ryan, A. M., McKinniss, T., & Way, J. (April, 2018). Personality Validity: How Much Does Context Matter? Poster presented at the 2018 annual conference for the Society for Industrial and Organizational Psychology in Chicago, IL.

Butt, S., Nye, C. D., Bradburn, J., Boyce, A., & Elizondo, F. (April, 2018). The Validity of Personality: P-E Fit Matters. Paper presented at the 2018 annual conference for the Society for Industrial and Organizational Psychology in Chicago, IL.

Bradburn, J., Schmitt, N. W., Ryan, A. M., Nye, C. D., Showler, M. B., Prasad, J. J., & Marquez, S. (November, 2017). Using Alternative Metrics to Predict College Student Success: The Student Behavior and Experiences Inventory Research initiative. Presentation given at the 2017 Michigan Association for Institutional Research annual conference in Ann Arbor, MI.

Lee, H. W., Bradburn, J., Johnson, R. E., Lin, J., & Chang, D. (August, 2017). The Benefits of Receiving Gratitude for Helpers: A Daily Investigation of Proactive and Reactive Helping at Work. Paper presented at 2017 Academy of Management annual meeting in Atlanta, GA.

Bradburn, J., Ryan, A. M., Schmitt, N. W., Showler, M. B., Prasad, J. J., & Nye, C. D. (May, 2017). Non-Cognitive Predictors of Student Success: A Predictive Validity Comparison Between Domestic and International Students. Poster presented at Association for Psychological Science 2017 annual convention in Boston, MA.

Bradburn, J., Nye, C. D., Butt, S. M., & Prasad, J. J. (April, 2017). Interests in College Admissions: An Omitted and Underappreciated Variable. Paper presented at 2017 annual conference for the Society for Industrial and Organizational Psychology in Orlando, FL.

Showler, M. B., Ryan, A. M., Prasad, J. J., Schmitt, N. W., Bradburn, J., & Nye, C. D. (April, 2017). It's Not Where You Come From: Impact of Contextual Variables. Poster presented at 2017 annual conference for the Society for Industrial and Organizational Psychology in Orlando, FL.

Marquez, S. M., Nye, C. D., & Bradburn, J. (April, 2017). Do Course Difficulty, Conscientiousness, and SES Explain Predicted Performance Differences? Poster presented at 2017 annual conference for the Society for Industrial and Organizational Psychology in Orlando, FL.

Prasad, J. J., Nye, C. D., Bradburn, J., & Elizondo, F. (April, 2017). Improving the Operationalization of Vocational Interest Congruence through Polynomial Regression. Paper presented at 2017 annual conference for the Society for Industrial and Organizational Psychology in Orlando, FL.

Bradburn, J. & Schmitt. (April, 2017). The Use of Composites and Impact on Selected Individual Demographics. Poster presented at 2017 annual conference for the Society for Industrial and Organizational Psychology in Orlando, FL.

Bradburn, J., King, E. B., Sabat, I. (April, 2015). Community and Occupational Unemployment Influence Sole Earner's Job Satisfaction. Poster presented at annual conference of the Society for Industrial and Organizational Psychology in Philadelphia, PA.

Bradburn, J., Garcia, S. (April, 2015). The N-Effect in Sales – A Field Experiment. Poster presented at Annual Psychology Research Forum at University of Michigan, Ann Arbor, MI.

#### **GRANTS, HONORS, & SCHOLARSHIPS**

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2015 -2020	Michigan State University Enrichment Fellowship
2019	MSU Graduate Student Leader of the Year - Honorable Mention
2019	3 <sup>rd</sup> Place SIOP Machine Learning Competition
2018	IPAC James C. Johnson Student Paper Competition Award
2017	Michigan Association for Institutional Research Student Presenter Grant
2017	MSU Council of Graduate Students Flame Award
2016	Michigan State University Leadership Academy Participant
2015	University of Michigan Honors Grant
2015	University of Michigan Psychology Department Travel Award
2012-2015	University of Michigan - University Honors
2014	American Psychological Association Summer Science Fellowship
2014	University of Michigan Honors Program Inductee
2014	John J. and Emily S. Guettler Scholarship
2014	Psi Chi Inductee
2014	Order of Omega Greek Honor Society Inductee

2013-2014 James B. Angell Scholar

2012-2014 Sigma Chi Academic Scholarship

## **APPLIED PROJECTS**

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### **Johnson & Johnson Talent Assessment and Development**

*Talent Assessment and Development Intern*

*Supervisors: Dr. Christina Norris-Watts, Dr. Kyle McNeal, Dr. Sarah Brock*

*May 2019 to August 2019*

Interned on the Talent Assessment and Development team within Global Talent Management at Johnson & Johnson, and worked on projects in relation to global assessment for selection and developmental purposes. Collaborated in developing selection strategy of data science hiring across the organization and communication of this strategy. Collaborated to redesign leadership 360 tool based on revised competency model. Developed a guidebook to accompany assessment for developmental purposes, to provide guidance for individuals who receive feedback on how to improve areas of development. Conducted a validation study of a non-cognitive assessment to determine functioning and provide insight to talent leaders. Collaborated with vendors on projects, and with internal stakeholders to move projects forward.

### **ACT, Inc. Technical Advisory Committee**

*Committee Member*

*Supervisor: Dr. Ann Marie Ryan*

*September 2017 to September 2019*

One of four graduate student members of the ACT technical advisory committee. Exposed to discussion on emerging applied issues in selection and assessment.

### **MSU Graduate Student Life and Wellness Leadership Development Fellowship**

*Leadership Development Fellow*

*Supervisor: Dr. Matt Helm*

*January 2017 to August 2019*

Selected to be the MSU College of Social Science Leadership Development Fellow, in order to build graduate student community within college and facilitate leadership development. Acted as a group facilitator for graduate student leadership development retreat. Utilized survey data collected from graduate students to distill insights on graduate student experience and possible intervention points. Compiled findings from analyses into a summary document for university leadership. Conducted needs analyses for departments, meeting with leadership regarding intervention points. Lead the development of a competency model for fellowship and design of the selection system for future fellows.

### **Jackson National Life Insurance**

*Workforce Analytics Intern*

*Supervisors: Dr. Nathan Sestak & Dr. Ryan Robinson*

*August 2017 to May 2019*

Interned within the Workforce Analytics department of Jackson National Life Insurance. Analyzed data to provide data-driven insights to upper management and generated reports on findings. Created, edited, and administered employee surveys to gather information on business and support change initiatives. Generated job description-based structured interview guides to be utilized throughout the company for hiring purposes. Collaborated with internal clients and team members to develop position-specific work sample assessments for selection purposes. Experience working with structured interviews, work samples, and other selection techniques. Edited and created syntax (SPSS, R) to support workforce analytics and organizational initiatives.

### **Society for Industrial and Organizational Psychology 2019 Machine Learning Competition**

*Team Member*

*February 2019 to April 2019*

Collaborated with two other graduate students to compete in the 2019 SIOP Machine Learning Competition. Utilized open-ended responses to situational judgement items to predict Big Five personality factors with a combination of natural language processing and machine learning techniques. Team placed third out of over thirty-five teams.

### **Procter & Gamble IO Psychology Graduate Student Seminar**

*Participant*

*September 2018*

Collaborated with P&G employees and graduate students from other institution to provide data-driven insights on drivers of turnover from results of annual employee surveys. Distilled findings into a report and presentation for organizational leadership.

### **Student Behavior and Experiences Inventory Research (SBEI) Group**

*Research Assistant*

*Supervisors: Dr. Neal Schmitt, Dr. Ann Marie Ryan, Dr. Christopher Nye*

*October 2016 to May 2018*

Collaborated within a dual-focused research group, focused on both application and publication, to research the use of non-cognitive variables (biographical data, situational judgement tests, personality, interests) in predicting undergraduate student success to use in the admission process. Generated technical reports for administration, collected data, refined analytic skills, gained experience in working with large datasets, participated in idea generation and refinement, along with gaining experience in a collaborative work environment.

### **Concurrent Criterion Validation Guide**

*Student Consultant (PSY 864)*

*Supervisor: Dr. Ann Marie Ryan*

*January 2017 to May 2017*

Developed a guidebook of best practices and recommendations regarding conducting a successful concurrent criterion validation study for Aon Hewitt for PSY 864 Personnel Selection term project. Developed deep knowledge of this literature and gained skills in integrating academic research into an applied context.

### **Kaufman Connect Engagement Survey**

*Independent Consultant - Contracted Under Employee Research Group*

*Supervisor: Dr. Ann Marie Ryan*

*April 2016 to October 2016*

Assisted in revising and administered employee engagement survey to over 1,500 Kaufman Financial Group employees, a multinational organization with over one billion dollars in revenue. Prepared data summaries and survey results for organization.

### **Target Corporation Growth Through Acquisition Consulting Project**

*Student Consultant (UM-MO 470)*

*Supervisor: Dr. Lynn Wooten*

*January 2015 to April 2015*

For Management and Organizations (MO) 470 term project explored possible avenues of growth through acquisition for Target Corporation and proposed acquisition strategy for omnichannel retail growth. Team project deliverables included recommendation for acquisition industry, specific acquisition target identified and analyzed, and integration plan for acquisition.

## **COURSEWORK**

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Quantitative Research Design and Analysis in Psychology (Dr. Deborah Kashy)

Advanced Industrial and Organizational Psychology (Dr. Steve Kozlowski)

Psychometric Theory and Test Construction (Dr. Christopher Nye)

Organizational Behavior (Dr. Daisy Chang)

The Underpinnings of Team Effectiveness (Dr. Steve Kozlowski)

Applied Research Methods (Dr. Ann Marie Ryan)

Personnel Selection (Dr. Ann Marie Ryan)

Dynamics (Dr. Richard DeShon)

R Programming for Data Science (Dr. Andrew Finley)

Structural Equational Modeling (Dr. Christopher Nye)

Training and Development in Organizations (Dr. Kevin Ford)

Individual Differences – (Dr. Ann Marie Ryan)  
 Work Motivation and Job Satisfaction – (Dr. Richard DeShon)  
 Item Response Theory – (Dr. Tenko Raykov)  
 Multilevel Analysis – CARMA Workshop (Dr. James LeBreton)  
 Advanced Multilevel – CARMA Workshop (Dr. Paul Bliese)  
 Intermediate Regression – CARMA Workshop (Dr. Ron Landis)  
 Advanced Regression – CARMA Workshop (Dr. Lisa Lambert)  
 Intro to Big Data and Data Mining with R – CARMA Workshop (Dr. Jeff Stanton)  
 Analysis of Big Data – CARMA Workshop (Dr. Jeff Stanton)  
 General Linear Model – (Dr. Richard DeShon)

### **SERVICE/CAMPUS INVOLVEMENT**

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<i>Game-Based Assessment Conference Program Committee</i>	September 2019 to Present
<i>Michigan State Organizational Psychology Department</i>	
Alumni Committee	September 2016 – Present
Program Committee	September 2015- May 2017
	September 2018 to Present
Mentoring Committee	August 2017 – August 2018
Colloquia (Brown Bag) Committee	September 2016 – May 2017
Recruitment Committee	September 2015- September 2016
<i>Graduate Student Life and Wellness Leadership Development Fellow</i>	January 2017 – May 2019
<i>MSU Council of Graduate Students</i>	
Vice President of External Affairs	October 2016 – April 2017
Graduate Welfare Committee	September 2015 - April 2017
Chair of Graduate Welfare Committee	October 2016 – April 2017
Student Advocates for Graduate Education	October 2016 – April 2017
University Council	October 2016 – April 2017
University Committee on Graduate Studies	January 2017 – April 2017
Program and Curriculum Subcommittee	October 2016 – April 2017
Psychology Department Alternative Representative	August 2015 - October 2016



**CERTIFICATIONS**

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- ADEPT-15 Personality Assessment Certified
- Collaborative Institutional Training Initiative Certification (CITI)
- State of Michigan Real Estate Salesperson License

**ANALYTIC EXPERIENCE**

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- Descriptives/Correlations
- ANOVA
- Regression
- Multilevel Regression
- Polynomial Regression
- Exploratory Factor Analysis
- Confirmatory Factor Analysis
- Structural Equational Modeling
- Monte Carlo Simulations
- K-Means Cluster Analysis
- Item Response Theory Analyses
- Machine Learning Models (e.g. tree-based models, support vector machines)
- Social Media Data Scraping (Twitter)

**SOFTWARE EXPERIENCE**

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- SPSS
  - MPlus
  - R/RStudio
  - Qualtrics
  - Survey Monkey
  - Tableau
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