

# Curriculum Vitae

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[ResearchGate Profile](#)

[ORCID](#)

[Google Scholar Profile](#)

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## Education

<b>North Carolina State University</b>	PhD: Industrial/Organizational Psychology
<b>University of Missouri – St. Louis</b>	MA: Industrial/Organizational Psychology
<b>University of South Carolina – Upstate</b>	BS: Experimental Psychology

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## Academic Posts

<b>University of South Carolina – Upstate</b>	
<i>Assistant Professor of Psychology</i>	08/2020 – Present
<i>Adjunct Professor of Business Analytics</i>	05/2022 – Present
<i>Adjunct Professor of Psychology</i>	06/2018 – 05/2020
<i>Instructor of Psychology</i>	08/2015 – 08/2016
<i>Adjunct Professor of Psychology</i>	08/2014 – 08/2015
<b>Presbyterian College</b>	
<i>Adjunct Professor of Management</i>	08/2018 – 12/2018
<i>Adjunct Professor of Psychology</i>	08/2014 – 12/2014
<b>North Carolina State University</b>	
<i>Provost Doctoral Fellow</i>	08/2016 – 08/2018
<i>Instructor of Psychology</i>	
<i>Teaching Assistant – Dept. of Management</i>	
<b>Meredith College</b>	
<i>Adjunct Professor of Psychology</i>	01/2018 – 05/2018
<b>Limestone College</b>	
<i>Adjunct Professor of Psychology</i>	08/2013 – 12/2015
<b>ECPI University</b>	
<i>Instructor of Psychology</i>	03/2013 – 08/2014
<b>Greenville Technical College</b>	
<i>Adjunct Professor of Psychology</i>	06/2013 – 05/2014
<b>University of Missouri – Saint Louis</b>	
<i>Graduate Teaching Assistant – Dr. Dyan Harper</i>	08/2009 – 05/2011

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*Graduate Teaching Assistant – Dr. Miles Patterson*  
*Graduate Research Assistant – Dr. Miles Patterson*

## **University of South Carolina – Upstate**

*Teaching Assistant – Dr. Andrew Beer*

08/2008 – 12/2008

### **Undergraduate Courses Taught by Department**

#### **Psychology**

##### *Introductory*

General Psychology (15 sections)

Psychological Adjustment (2)

##### *Survey*

Applied Psychology (2)

Childhood Development (1)

Cognitive Development of Children (1)

Human Growth & Development (9)

Industrial/Organizational Psychology (15)

Organizational Leadership\*\* (1)

Positive Psychology (3)

Social Psychology (5)

Theories of Personality (15)

##### *Sequence Courses*

Psychological Statistics (1)

Research Methods and Analysis (3)

##### *Advanced (Juniors and Seniors)*

Personnel Psychology\*\* (4)

Psychometrics (1)

Psychological Testing (1)

Social Influence\*\* (1)

Personality at Work\*\* (1)

##### *Service learning (Business and Psychology majors)*

Psychology at Work\* (2)

#### **Business Administration and Management**

Consumer Behavior (1)

Human Resources Management (1)

Industrial/Organizational Psychology (2)

Statistical Inference (1)

#### **Nursing**

Lifespan Development (4)

\* Community partners have spanned entrepreneurial start-ups, autism service providers, local nonprofits, a large hospital system, and international manufacturing firms.

\*\* Created Special Topics or Advanced Topics courses.

### **Graduate Courses Taught**

#### **Business Administration**

##### *M.S. in Business Analytics*

Making Decisions with Big Data (1)

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# Curriculum Vitae

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## Research Interests

Counterproductive work behavior  
Self-regulation and motivation

Dark Triad traits  
Psychological measurement

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## Refereed Publications

**Travis, J.**, & Priest, L. (under review). A Unified Leadership Perceptions Theory. *Journal of Leadership Studies*.

Wilgus, S.J., & **Travis, J.** (accepted pending revision). Herzberg at work: The remote vs. in-person tale. *Current Psychology*.

**Travis, J.**, Neale, C., Wilgus, S. (2024). When Dark Personality Gets Darker: The Intersection of Injustice, Moral Disengagement, and Unethical Decision Making. *Merits*, 4(4), 414-430. <https://doi.org/10.3390/merits4040029>

Phan, C.\*, Mercado, B.\*, **Travis, J.**, & Webb, G., (2024). Identifying the determinants of pediatric vaccine uptake during the COVID-19 pandemic. *COVID*, 4(4), 495-505. <https://doi.org/10.3390/covid4040033>

Marsh, R. L.\* & **Travis, J.** (2024). An Exploratory Approach to College Student Counterproductivity, *University of South Carolina Upstate Student Research Journal*, 16(3). <https://scholarcommons.sc.edu/uscusrj/vol16/iss1/3>

**Travis, J.**, & Neale, C. (2023). The Motivated Applicant: A Conceptual Model of Applicant Information Processing in the Internet Age. *International Journal of Business Technology Studies and Research*, 5, 1-7. <https://doi.org/10.5281/zenodo.10021684>

Mercado, B\*, Phan, C\*, Webb, G., & **Travis, J.** (2023). Knowledge and Identity Antecedents of COVID-19 vaccine status: A Study of South Carolina Residents. *Journal of Preventive Medicine and Hygiene*, 64, 145-151. <https://doi.org/10.15167/2421-4248/jpmh2023.64.2.2882>

Ruppel, S.E., Barideaux, K.J., & **Travis, J.** (2023). Are students self-regulating their device usage? The effects of off-task device usage in a classroom setting. *College Teaching*. <http://dx.doi.org/10.1080/87567555.2023.2233106>

**Travis, J.**, & Craig, S.B. (2023). Toward a Typology of Counterproductive Employees: A Person-centered Investigation of Counterproductive Work Behavior. *Journal of Person Oriented Research*, 9(1). <https://doi.org/10.17505/jpor.2023.25256>

Tran, K.\*, Srijay, D.\*, & **Travis, J.** (2023). Current cybervetting practices are little more than satisfying human curiosity. *Journal of Social Media for Organizations*, 6(1).

**Travis, J.**, & Wilgus, S.J. (2023). Order online or call it in? Conceptualization and measurement

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- of preferences for computer versus human interaction. *Psychological Reports*, 126(6), 3028-3051. <https://doi.org/10.1177/00332941221097952>
- Srijay, D.\*, & **Travis, J.** (2022). The Challenge-Hindranced Model of Stress and its Intersections with the Conservation of Resources Theory. *University of South Carolina Upstate Student Research Journal*, 15(1).
- Howard, L.\*, & **Travis, J.** (2022). The Social Cognitive Model of Leadership Perceptions: Proposing a Dynamic, Integrated Theory of Leadership Identification and Appraisal. *University of South Carolina Upstate Student Research Journal*, 15(1).
- Travis, J.**, & Craig, S.B. (2022). Personality and entrepreneurial behavior: Relations among entrepreneurship-relevant traits and entrepreneurial status, intentions, and prior venture experiences. *Psych*, 4(4), 918-933. <https://doi.org/10.3390/psych4040068>
- Sacchetti, B.\*, **Travis, J.**, Steed, L., & Webb, G. (2022). Identification of the main contributors to blood culture contamination at a tertiary care academic medical center. *Infection Prevention in Practice*, 4(3), 100219. <https://doi.org/10.1016/j.infpip.2022.100219>
- Sacchetti, B.\*, **Travis, J.**, Steed, L., & Webb, G. (2022). Effects of the Coronavirus Disease 2019 (COVID-19) on blood culture contamination at a tertiary care academic medical center. *Microbiology Spectrum*. <https://doi.org/10.1128/spectrum.00277-22>
- Fadel, T.\*, Webb, G., **Travis, J.**, & Harris, S. (2022). The roles of experiences and risk perception in the practice of preventative behaviors of COVID-19. *Pathogens and Global Health*, 116(1), 30-37. <https://doi.org/10.1080/20477724.2021.1957595>
- Travis, J.** & Bunde, J. (2022). Self-regulation in college: The influence of self-efficacy, need satisfaction, and stress on GPA, persistence, and satisfaction. *Current Psychology*. <https://doi.org/10.1007/s12144-020-01091-7>
- Travis, J.**, Harris, S., Fadel, T.\*, & Webb, G. (2021). Identifying the determinants of COVID-19 preventative behaviors and vaccine intentions among South Carolina residents. *PLoS ONE*. <https://doi.org/10.1371/journal.pone.0256178>
- Travis, J.**, Kazyski, A., Geden, M., & Bunde, J. (2020). Some stress is good stress: The Challenge-hindranced framework, academic self-efficacy, and academic outcomes. *Journal of Educational Psychology*, 112(8), 1632-1643. <https://doi.org/10.1037/edu0000478>
- Wilgus, S.J., & **Travis, J.** (2019). A comparison of ideal-point and dominance response processes with a trust in science Thurstone scale. In M. Wiberg, S.A. Culpepper, R. Janssen, J. González & D. Molenaar (Eds.), *Quantitative Psychology – The 83rd Annual Meeting of the Psychometric Society*, pp 415-428. NY: Springer ISBN 978-3-030-01310-3 [https://doi.org/10.1007/978-3-030-01310-3\\_36](https://doi.org/10.1007/978-3-030-01310-3_36)

## Curriculum Vitae

**Travis, J.** (2019). Using artificial websites in e-recruitment research: An example in applicant attraction. *Journal of Organizational Psychology*, 19(3), 81-92.  
<https://doi.org/10.33423/jop.v19i3.2147>

**Travis, J., & Freeman, E.** (2017). Predicting entrepreneurial intentions: Incremental validity of proactive personality and entrepreneurial self-efficacy as a moderator. *Journal of Entrepreneurship Education*, 20(1), 56-68.

\* denotes undergraduate research assistant

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### **Peer-reviewed Conference Panels, Debates, Master Tutorials, and Symposia**

**Travis, J. A. (Chair)**, Green, D. K., W., Neale, C. A., Valone, A. L. Y., Wilgus, S. J. (2025). Transforming Data into Insights: Practical Visualization and Storytelling for I-O Psychologists [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Andrews, J. S. & **Travis, J. A.** (2025). Pragmatic Programming 2.0: Tutorial on Reproducible, Readable, and Re-Usable Code for ML. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ferguson, L. J. W., Green, D. K., W., Neale, C. A., **Travis, J. A.**, Valone, A. L. Y., Wilgus, S. J. (2025). Navigating the Early Stages: Practical Advice for I-O Psychology Professionals [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Travis, J. A. (Chair)**, Green, D., Neale, C. A., Valone, A. L. Y., Wilgus, S. J. (2024). Soft Skills in I/O Practice: Navigating the Interpersonal Landscape of Data-Driven Roles [Panel]. *Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.*

Neale, C. A. (Co-Chair), Green, D. (Co-Chair), Craig, S. B., **Travis, J. A.**, Valone, A. L. Y., Wilgus, S. J. (2024). All the Buzz: An Interactive Session Breaking Down Buzzwords [Alternative Session Type]. *Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.*

**Travis, J. (Chair)**, Neale, C., Wilgus, S.J., Valone, A.L.Y., Ferguson, L. (2023). Quantitative Methods in Practice: A Showcase of Modern Applied Analytics Careers [IGNITE]. *Presented to the Society for Industrial and Organizational Psychology's 38<sup>th</sup> Annual Conference, Boston, MA, United States.*

Bracken, D., Craig, S.B., Mendelson, R., Veech, A., **Travis, J.**, & Patel, R. (2019). Traditional vs. Online IO Graduate Programs: Can They Coexist [Debate]? *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Washington, D.C.*

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## Peer-reviewed Conference Papers

### National and International Conferences

- Travis, J.** & Priest, L. (2025). A unified theory of leadership perceptions. *Submitted to the 39<sup>th</sup> annual Society for Industrial and Organizational Psychology conference, Denver, CO.*
- Wilgus, S.J., & **Travis, J.** (2025). Revisiting Herzberg: A comparison of in-person and remote work characteristics on job satisfaction. *Submitted to the 39<sup>th</sup> annual Society for Industrial and Organizational Psychology conference, Denver, CO.*
- Neale, C., & **Travis, J.** (2023). Responsible AI – A regulatory review and recommended path forward. *Presented at the 38<sup>th</sup> annual Society for Industrial and Organizational Psychology conference, Boston, MA.*
- Barideaux, K.J., Ruppel, S.E., & **Travis, J.** (2022). Exploring the long-term effects of device usage on exam grades: Do students change their device usage in the classroom? *Presented at the 63<sup>rd</sup> Annual Psychonomic Society conference, Boston, MA.*
- Ruppel, S.E., Barideaux, K.J., & **Travis, J.** (2022). Are students self-regulating their device usage? The effects of off-task device usage in a classroom setting. *Presented at the 63<sup>rd</sup> Annual Psychonomic Society conference, Boston, MA.*
- Neale, C., & **Travis, J.** (2022). The dark side of job crafting: Intentions matter. *Presented at the 37<sup>th</sup> Annual Society for Industrial and Organizational psychology conference, Seattle, WA.*
- Travis, J.**, & Neale, C. (2022). The motivated applicant: A model of applicant information processing. *Presented at the 37<sup>th</sup> Annual Society for Industrial and Organizational psychology conference, Seattle, WA.*
- Neale, C., & **Travis, J.** (2020). Development and validation of the dark job crafting survey. *Accepted to the 35<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Austin, TX.*
- Travis, J.** (2019). The bright side of stress: Self-regulation and academic outcomes. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology conference, Washington, D.C.*
- Neale, C., **Travis, J.**, & Wilgus, S.J. (2019). Explain yourself: Dark personality, moral disengagement, and justice perceptions. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Washington, D.C.*
- Wilgus, S.J., **Travis, J.**, Neale, C. (2019). When dark personality gets darker: The intersection of personality, moral disengagement, injustice, and counterproductive workplace behaviors. *Presented at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology*

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*Conference, Washington, D.C.*

- Travis, J.,** Noble, S., Schaible, S., & Priest, L.\* (2018). Nonprofit versus for-profit leader perceptions via the stereotype content model. *Presented at the Society for the Psychological Study of Social Issues conference, Pittsburgh, PA.*
- Travis, J.,** & Neale, C. (2018). Failing to live up to your espoused values? Employees strike back. *Presented at the 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology conference, Chicago, IL.*
- Travis, J.,** & Wilgus, S.J. (2018). Comparing ideal point versus dominance methods for measuring trust in science: All hail Thurstone? *Presented at the 83<sup>rd</sup> Annual International Meeting of the Psychometric Society, New York, NY.*
- Travis, J.** (2017). Signaling values in e-recruitment: Person-organization fit approach to organizational attractiveness. *Presented at the 32<sup>nd</sup> Annual Society for Industrial and Organizational Psychology conference, Orlando, FL.*

### Regional Conferences

- Deloa, K.\*, Ruppel, S.E., & **Travis, J.** (2023). Perceived Broken Promises? Psychological Contract Breach and Student Retention. *Accepted to the 69<sup>th</sup> Annual Meeting of the Southeastern Psychological Association conference, New Orleans, LA.*
- King, C., & **Travis, J.** (2023). Teaching Career Readiness for STEM Students: Finding Joy in the Sharing of Social Sciences with Non-Majors. *Talk presented at the Project Kaleidoscope Regional Winter Meeting Conference.*
- Harris, S., Webb, G., & **Travis, J.** (2021). Partisanship and self-preservation: Explaining COVID-19 preventative behavior and vaccine willingness among South Carolina adults. *Presented at the 78<sup>th</sup> Annual Midwestern Political Science Association Conference.*
- Griffin, J., **Travis, J.,** & Freeman, E. (2019). Does knowing someone has a disability or disorder affect friendship? *Presented at the 65<sup>th</sup> Annual Meeting of the Southeastern Psychological Association, Jacksonville, FL.*
- Travis, J.** (2018). Information processing motives in the context of e-recruitment: Self-concern and other-orientation as moderators. *Presented at the 64<sup>th</sup> Annual Southeastern Psychological Association conference, Charleston, SC.*
- Travis, J.,** & Bunde, J. (2016). Hindrance and challenge stressors on campus: Impact on GPA, turnover intentions, and potential moderators. *Presented at the 62<sup>nd</sup> annual conference of the Southeastern Psychological Association, New Orleans, LA.*
- Travis, J.,** & Freeman, E. (2016). Beyond the big five: Incremental validity of proactive personality and the role of self-efficacy in predicting entrepreneurial intentions.

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*Presented at the 62<sup>nd</sup> annual conference of the Southeastern Psychological Association, New Orleans, LA.*

**Travis, J.**, Pierce, H., Grabowski, J. Ruppel, S., Jenkins, W., Griffin, J., & Kizer, J. (2008). Are they depressed or just old? Recognition of depressive symptoms by an elderly population. *Presented at 7<sup>th</sup> annual Georgia Undergraduate Research in Psychology conference, Kennesaw, GA.*

Pierce, H., **Travis, J.**, Grabowski, J., Ruppel, S., Jenkins, W., Griffin, J., & Kizer, J. (2008). Misinterpreting symptoms of depression. *Presented at the 7<sup>th</sup> annual Georgia Undergraduate Research in Psychology conference, Kennesaw, GA.*

### Local Conferences

Smith, L.\* & **Travis, J.** (2024). Conspiratorial thinking, A.I., and consumer behavior: A discussion for future research. *Oral presentation at the 20<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*

Canon, M.\* & **Travis, J.** (2024). A general model of counterproductivity: Comparison of research across contexts. *Oral presentation at the 20<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*

Phan, C.\*, Mercado, B.\*, Webb, G., & **Travis, J.** (2023). Identifying the determinants of pediatric vaccine uptake during the COVID-19 pandemic. *Poster presentation at the Discover USC conference, Columbia, SC.*

Mercado, B\*, Phan, C\*, Webb, G., & **Travis, J.** (2023). Socioeconomic determinants of COVID-19 vaccine hesitancy. *Poster presentation at the Discover USC conference, Columbia, SC.*

Deloa, K.\*, Ruppel, S., & **Travis, J.** (2023). Student Expectations and The Psychological Contracts They Create: A Look at the Effects of a Breach. *Oral presentation at the 19<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*

Marsh, R.\*, Tran, K.\*, & **Travis, J.** (2023). A Preliminary Investigation of Counterproductive Student Behaviors. *Oral presentation at the 19<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*

Deloa, K.\*, Ruppel, S., & **Travis, J.** (2023). Perceived Broken Promises? Psychological Contract Breach and Student Retention. *Poster presentation at Discover USC 2023, Columbia, SC.*

Sacchetti, B.\*, **Travis, J.**, & Webb, G. (2022). Effects of the coronavirus disease 2019 (COVID-19) on blood culture contamination at a tertiary care medical center. *Oral presentation at the 18<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*



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- Tran, K.\*, Srijay, D.\*, & **Travis, J.** (2022). A full screen on Cybervetting. *Oral presentation at the 18<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Sacchetti, B.\*, **Travis, J.**, & Webb, G. (2021). Effects of the coronavirus disease 2019 (COVID-19) on blood culture contamination at a tertiary care medical center. *Oral presentation at the American Society for Microbiology, SC Branch Virtual Meeting.*
- Tran, K.\*, Fadel, T.\*, Harris, S., Webb, G., & **Travis, J.** (2021). Gone viral: How belief in QAnon affects adherence to preventative behaviors and vaccine intentions for COVID-19. *Presented at the 17<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Fadel, T.\*, **Travis, J.**, Harris, S., & Webb, G. (2021). Is seeing believing? Examining compliance to COVID-19 preventative behaviors. *Presented at the 17<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Snyder, E.\*, Suber, A.\*, **Travis, J.**, & Zack, L. (2020). Where ya from, who ya with? Effects of childhood environment and political affiliation on environmentally responsible behaviors. *Presented at the 16<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Suber, A.\*, Snyder, E.\*, **Travis, J.**, & Zack, L. (2020). An empirically-guided reflection on hesitancy to label oneself an environmentalist. *Presented at the 16<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Travis, J.** (2020). When you've got steak at home...A case for leveraging internal institutional human capital. *Presented at the 20<sup>th</sup> Annual South Carolina Association for Institutional Research conference, Greenville SC.*
- Turnage, C.\*, **Travis, J.**, & Griffin, J. (2019). Being alone: Does awareness of depression limit willingness for social contact and affect social relationships? *Presented at the 15<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Freeman, E., **Travis, J.**, & Rogers, T. (2016). Virtual team building: Engineers + Psychologists = Successful virtual teamwork. *Presented at the 4<sup>th</sup> annual QEP conference, Spartanburg, SC.*
- Travis, J.** (2016). Recruiting in the dark: Signaling theory and corporate social performance. *Presented at the 12<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Travis, J.** & Freeman, E. (2016). Entrepreneurial intentions: Incremental validity of proactive personality and entrepreneurial self-efficacy. *Presented at the 12<sup>th</sup> annual South Carolina Upstate Research Symposium, Spartanburg, SC.*
- Edwards, P., **Travis, J.**, & Griffin, J. (2016). The role of stimulus qualities, gender stereotypes

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and initial reactions in predicting non-fan reactions to an atypical internet fandom.  
*Presented at the 12<sup>th</sup> annual South Carolina Upstate research symposium, Spartanburg, SC.*

\* denotes undergraduate research assistant

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### Grants and Funded Projects

#### Total funding secured as of 3/2024 = \$3,585,590

University of South Carolina, \$1,750: *Teaching and Productive Scholarship Grant*  
Project: Presenting Scholarly research at the 38<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.  
Role: PI  
Status: **Funded** (February 2024)

U.S. Department of Education, Title III, \$2,216,840: *Persistence, Optimization, Workplace readiness, Empowerment, Retention for Upstate—POWER UP*  
Role: Planning and Proposal committee member  
Project Grant #: P031A230137  
Status: **Funded** (October 2023)

University of South Carolina, \$1,500: Student Assistantship Award (Jordan McDonald)  
Project: Validation of the Student Counterproductivity Scale  
Role: PI/Supervising Instructor  
Status: **Funded** (April 2023)

University of South Carolina, \$1,750: *Teaching and Productive Scholarship Grant*  
Project: Presenting Scholarly research at the 37<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Boston, MA  
Role: PI  
Status: **Funded** (February 2023)

National Science Foundation, \$600,000: *Science, Technology, and Research (STAR) Teachers of South Carolina* Award Number: 2240497  
Role: External Evaluator  
Status: **Funded** (February 2023)

University of South Carolina, \$2,999.76: *Magellan Scholar Award*  
Project: Perceived Broken Promises? Psychological Contract Breach and Student Retention  
Role: Co-PI  
Status: **Funded** (December 2022)

National Science Foundation, \$749,975: *Scholarships in Science, Technology, Engineering, and Mathematics Program (S-STEM)* Award Number: 984115-22-60494  
Role: Social Science Researcher

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Status: **Funded** (August 2022)

University of South Carolina, \$1,750: *Teaching and Productive Scholarship Grant*  
Project: Presenting Scholarly research at the 36<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Role: PI

Status: **Funded** (January 2022)

University of South Carolina, \$5,942.02: *Magellan Scholar Award*

Project: Examining the intricate relationship between the COVID-19 pandemic and vaccination acceptance

Role: Co-PI

Status: **Funded** (December 2021)

University of South Carolina Upstate, \$5,000: *Scholarly Start-Up Grant*

Project: Student counterproductivity: An exploratory, pattern-based approach

Role: PI

Status: **Funded** (May 2021)

National Science Foundation, \$749,975: *Scholarships in Science, Technology, Engineering, and Mathematics Program (S-STEM)* Proposal Number: 8131832 - 2130228

Role: Social Science Researcher

Status: Unfunded (March 2021)

University of South Carolina, \$1,750: *Teaching and Productive Scholarship Grant*

Project: Identifying the determinants of COVID-19 preventative behaviors.

Role: Co-PI

Status: **Funded** (October 2020)

National Science Foundation, \$650,000: *Scholarships in Science, Technology, Engineering, and Mathematics Program (S-STEM)* Proposal Number: 981350-20-53941

Role: Educational Researcher

Status: Unfunded (March 2020)

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### **Invited Talks, Published Interviews, and Workshops**

**Travis, J.** (2022). Stress and me (you?). *Invited talk presented to the USC Upstate women's soccer team*, August 2<sup>nd</sup>.

**Travis, J.** (2021). Invitation to speak on "Remote vs. In-person Instruction" at ECPI Richmond's Fall Advisory Board meeting, September 14, 2021.

**Travis, J.** (2021). Interview by Eric W. Dolan, *Trust in science and support for Trump identified as key predictors of COVID-19 preventative behaviors and vaccine intentions*, PsyPost.  
[Link](#)

## Curriculum Vitae

**Travis, J.** (2017). Introduction to Industrial/Organizational Psychology: Science and Practice. *Invited presentation at 24<sup>th</sup> meeting of the North Carolina Psychological Foundation at NC Central University.*

**Travis, J.** (2017). An Overview and Current Research Streams in Industrial/Organizational Psychology. *Invited talk to the Psi Chi chapter at Meredith College, Raleigh, NC.* [Link](#)

**TOLD, LLC & G-FORCE Collaborations** (2017). Developing Leaders in the Upstate. *Leadership workshop series for the Spartanburg Chamber of Commerce.*

**Travis, J.** (2017). Interview by Amy Wilson, *Thinking outside of the box about littering*, Changemaker Blog at Fordham University. [Link](#)

**Travis, J.** (2016). Interview by Chris Lavender, *An expert explains why people litter*, GoUpstate. [Link](#)

**TOLD, LLC** (2016). Leadership development in the 21<sup>st</sup> century. *Invitation to speak by South Carolina Department of Employment and Workforce in Gaffney, SC.*

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### Current Projects' Pipeline

**Travis, J., & Wilgus, S.J.** (data analysis). Development of the PCHI-Long scale and investigation of differential item functioning.

\*denotes graduate research assistant

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### Applied Experience



**JUSTIN TRAVIS**  
CONSULTING

**Justin Travis Consulting**  
*Sole Proprietor*

10/2017 – Present

- Boutique consulting as contractor or subcontractor for corporate management consulting services. Clients have included nonprofits and Fortune 500, with completed and ongoing projects regarding: employee selection, artificial intelligence (ethics and legal compliance), testing and assessment, data analysis, and leadership development.

**University of South Carolina Upstate – Academic Affairs**  
*Statistical & Research Analyst II*

07/2019 – 08/2020

- Lead front-end (e.g., survey construction and data collection methods) and back-end (e.g., data analysis and modeling, technical reporting) duties for the office of Institutional Effectiveness and Compliance and the office of Institutional Research.
- Provide technical consultation on quantitative and qualitative research projects for stakeholders across the university. Completed projects have been delivered for:
  - Office of Institutional Equity, Inclusion, and Engagement

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- Facilities' Management
- Center for Academic Innovation and Faculty Support
- University Advancement and Alumni Relations
- Department of Sociology, Criminal Justice, and Women's Studies
- Spartan Recreation Center
- Student Success Center
- Student Affairs and the Department of Athletics

## **The Occupational Information Network (O\*NET)**

02/2018 – 02/2019

*Research Associate*

- Served as a multi-project research analyst for the United States Department of Labor, Employment and Training Administration, and NC Department of Commerce collaboration on the National Center for Occupational Information Network (O\*NET) development. Projects included lay title reviews, usability and user experience (UX) research, new occupation task development, and website evaluation for O\*NET's online presence and associated Department of Labor initiatives (e.g., My Next Move).

## **Talent Organization & Leadership Development, LLC**

08/2014 – 2017

*Co-founder*

- Specializing in leadership assessment and executive coaching, more than a dozen firms have acquired seed money, angel investments, and venture capital investments while working with TOLD, LLC.
- Invited talks and workshops have spanned private (e.g., Chamber of Commerce) as well as government organizations (e.g., SC Department of Employment and Workforce).
- Completed projects have ranged from organizational development and design to executive assessment and coaching with clients from private firms, the public sector, not-for-profit enterprises, and sole proprietors.

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## **Professional Affiliations**

*Academy of Entrepreneurship*

*Association for Psychological Science*

*Association for Talent Development – Upstate SC Chapter*

*North Carolina Industrial Organizational Psychologists*

*Psychometric Society*

*Society for Industrial Organizational Psychologists*

*South Carolina Association for Institutional Research*

*Southern Management Association*

*Southeastern Psychological Association*

*Spartanburg Chamber of Commerce – Member (TOLD, LLC)*

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## **Awards and Recognitions**

Nominated – *Excellence in Teaching and Advising Award*, USC Upstate (2024)

Awarded – *Scholarly and Creative Pursuits Award*, USC Upstate (2023)

Nominated – *Excellence in Teaching and Advising Award*, USC Upstate (2023)

## Curriculum Vitae

Nominated – *Excellence in Scholarship*, USC Upstate (2023)  
Nominated – *Excellence in Teaching and Advising Award*, USC Upstate (2022)  
Awarded – *Thayer Travel Award* (2019)  
Nominated – The Honor Society of Phi Kappa Phi (2018; 2019)  
*Featured Top Poster* – Society for Industrial and Organizational Psychology conference (2017)  
*Provost Doctoral Fellowship Award* – North Carolina State University  
*Honored Faculty* – University of South Carolina Upstate (2016)  
*Honored Faculty* – University of South Carolina Upstate (2015)  
*Freshman AGOGE Advocate Award* – University of South Carolina Upstate (2015)  
*Psi Chi Honor Society* – University of Missouri – St. Louis (2011)  
*1<sup>st</sup> place, Outstanding Poster Award* – Georgia Undergraduate Research in Psychology conference (2008)  
*Dean's List* – University of South Carolina Upstate (2007; 2008)

### Mentored Student Awards

- 2023 1<sup>st</sup> Place Poster Award – Psychology and Neuroscience A (*Perceived Broken Promises: Psychological Contract Breach and Student Retention*) awarded to Kristine Deloa at the Discover USC conference, Columbia, SC.
- 2023 2<sup>nd</sup> Place Poster Award – Health Sciences K (*Identifying the determinants of pediatric vaccine uptake during the COVID-19 pandemic*) awarded to Colleen Phan and Brandon Mercado at the Discover USC conference, Columbia, SC.
- 2023 Honorable Mention Poster Award – Health Sciences J (*Socioeconomic determinants of COVID-19 Vaccine Hesitancy*) awarded to Brandon Mercado and Colleen Phan at the Discover USC conference, Columbia, SC.
- 2023 Top Oral Presentation Award – Education and Learning (*A preliminary investigation of counterproductive student behaviors*), awarded to Reagan Marsh at the 19<sup>th</sup> Annual SC Upstate Research Symposium.
- 2023 Top Oral Presentation Award – Psychology (*Student expectations and the psychological contracts they create: A look at the effects of a breach*), awarded to Kristine Deloa at the 19<sup>th</sup> Annual SC Upstate Research Symposium.
- 2022 Top Oral Presentation Award – Business & Economics (*A Full Screen on Cybervetting*), awarded to Kat Tran and Divya Srijay at the 18<sup>th</sup> Annual SC Upstate Research Symposium.
- 2022 Top Oral Presentation Award – Health Sciences (*Effects of the coronavirus disease 2019 (COVID-19) on blood culture contamination at a tertiary care medical center*), awarded to Brianna Sacchetti at the 18<sup>th</sup> Annual SC Upstate Research Symposium.
- 2021 2<sup>nd</sup> Place Undergraduate Presentation Award (*Effects of the coronavirus disease 2019 (COVID-19) on blood culture contamination at a tertiary care medical center*), awarded

# Curriculum Vitae

to Brianna Sacchetti at the American Society for Microbiology, SC Branch Virtual Meeting.

- 2021 Top Poster Award (*Gone viral: How belief in QAnon affects adherence to preventative behaviors and vaccine intentions for COVID-19*), awarded to Katherine Tran at the 17<sup>th</sup> Annual SC Upstate Research Symposium

## **Mentored Research Assistants Continuing Education**

### USC Upstate

Aaron Yearwood (MSW: University of South Carolina)  
Leah Howard (MA – I/O: Meredith College)  
Tina Fadel (DMD: University of Buffalo)  
Divya Srijay (BS: Duke University)  
Brandon Mercado (MA: University of South Carolina Upstate)  
Colleen Phan (MD: USC School of Medicine)

### North Carolina State University

Luke Priest (PhD – I/O: North Carolina State University)

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## **Editorial Experience**

Ad Hoc Reviewer – *Stress and Health*  
Ad Hoc Reviewer – *Gender Issues*  
Ad Hoc Reviewer – *Journal of Leadership Studies*  
Ad Hoc Reviewer – *Psychological Reports*  
Ad Hoc Reviewer – *PloS ONE*  
Ad Hoc Reviewer – *Current Psychology*  
Ad Hoc Reviewer – *Journal of American College Health*

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## **Internal & External Service and Appointments**

### **University of South Carolina – Upstate**

#### ***University Appointments***

*1<sup>st</sup> Annual AI Conference Planning Committee* (2024)  
*Student Success Equity Institute Working Group* (2023 – Present)  
*Faculty Senator* (2022 – Present)  
    *Faculty Advisory Committee* (2023 – Present)  
    *Expanded Faculty Advisory Committee* (2023 – Present)  
*Faculty Honor Court* (2015 – 2016; 2020 – 2024)  
*Global Career Forum Academic Committee* (2022 – 2024)  
*Title III Grant Committee* (2022 – 2023)

## Curriculum Vitae

*QEP Faculty Fellow* (2022)  
*University Retention Team Committee* (2019 – 2022)  
*Graphic Design Job Search Committee* (2021 – 2022)  
*Faculty Excellence Committee* (2021 – 2022)  
*Caregivers ERG* (2020 – 2022)  
*QEP Proposal Committee* (2020 – 2022)  
*Vice Provost Council* (2019 – 2020)  
*QEP Focus Group Facilitation* (2015; 2016)  
*Alumni Survey Review* (2014)

### **College Appointments**

*CAHSS Grievance Committee* (2023 – 2023)  
*CAHSS Ambassador Program* (2022)

### **Departmental Appointments**

*Psychology DEI Committee* (2023 – Present)  
*Psychology BA/BS Committee* (2022 – Present)  
*Psychology Post-Tenure Criteria Committee* (2021 – 2022)  
*Psychology Job Search Committee (2)* (2021 – 2022)  
*Psychology COVID-19 Impact Subcommittee* (2021 – 2022)  
*Psychology 101 Common Assignment Subcommittee* (2021)  
*Psychology OER Subcommittee* (2020 – 2021)  
*Faculty Sponsor – Psychology Club* (2016)

### **Community Appointments and External Service to the Profession**

*Education and Training Committee Member* – Society for Industrial and Organizational Psychology (2024 – Present)  
*Program Director Team Subcommittee*  
*Joyce and Robert Hogan Award for Personality and Work Performance Subcommittee* – Society for Industrial and Organizational Psychology Foundation (2023 – Present)  
*Alumni Council* – University of South Carolina Upstate (2022 – Present)  
*Artificial Intelligence session Chair* – South Carolina Upstate Research Symposium (2024)

### **ECPI University**

*Advisory Board Member* – Richmond Campus (2021 – Present)  
*Advisory Board Member* – Charlotte Campus (2021 – Present)  
*Advisory Board Member* – Manassas Campus (2021)

### **North Carolina State University**

*Committee on Evaluation of Teaching* (2017; 2018)  
*Psychometrics Lab* (2016 – 2019)  
*Leadership Lab* (2016 – 2018)

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### **Additional Skills and Expertise**



## Curriculum Vitae

- Data analysis: Item response theory (IRT), structural equation modeling (SEM), latent class analysis (LCA), and latent profile analysis (LPA).
- Statistical packages: SPSS, SYSTAT, Excel, R, Mplus & AMOS.
- Certified in Hogan Assessments Systems (HPI, MVPI, & HDI).
- 15+ years training students in quantitative and qualitative research methods and analysis.
- Applied human resources experience from training line-level employees to c-suite coaching.
- Multilevel presentation experiences including safety training to industrial skilled/laborer workers, teaching from primary school to graduate-level university students, professional talks to corporate HR leaders, and group and individual seminars for executives.
- Experience developing Quality Matters-approved online course.