**Nicholas A. Moon**

Assistant Professor

nicholas.moon@csusb.edu

Office: SBS 537, 5500 University Parkway, San Bernardino, CA 92407

Phone: 909-537-4134

**ACADEMIC APPOINTMENTS**

**Assistant Professor**, Department of PsychologyAugust 2023 - Present

California State University – San Bernardino, CA

**EDUCATION**

**Florida Institute of Technology**, Melbourne, FL June 2023

Doctor of Philosophy

Dissertation Title: “Am I committed or conflicted? Examining implications of self-concept structure for self-regulation, well-being, and performance”

Industrial-Organizational Psychology, GPA: 4.0/4.0

**Florida Institute of Technology**, Melbourne, FL July 2018

Master of Science

Thesis Title: “Job Search: From Setting the Goal to Obtaining the Job”

Industrial-Organizational Psychology, GPA: 4.0/4.0

**Georgia College & State University**, Milledgeville, GA May 2012

Bachelor of Science

Psychology, Minor: Sociology, GPA: 3.84/4.0

**RESEARCH INTERESTS**

* Personality and Individual Differences, Work Motivation, Diversity, Equity, and Inclusion

**TEACHING INTERESTS**

* Selection, Work Motivation, Research Methods & Statistics, Personality and Individual Differences, Industrial Psychology, Multilevel Modeling and/or Multivariate Statistics

**PEER REVIEWED PUBLICATIONS**

**Moon, N. A.**, Milosevic, M., Lor, K., Clubb, A. R., Converse, P. D., Griffith, R. L., Pitts, K., Graves, R., Gomes, K., Kirshenbaum, J., & Moore, B. (2023). Soldier self-regulation: Applying self-regulatory concepts to the US Army Context. *Military Behavioral Health*, 1-18.

Griffith, R. L., Dostal, C., **Moon, N. A.**, & Fedele, D. (2023). The COVID-19 pandemic and the military: Lessons learned for readiness and resilience. *Military Psychology*, *35*(5), 377-382.

Chen, X., **Moon, N. A.**, Davy, A., Hong, J, & Gabrenya, W. K. (2022). Expatriate effectiveness: From conceptualization to operationalization. *International Journal of Cross Cultural Management*, *22*(3), 459-485. https://doi.org/10.1177/14705958221137757

Shin, J., **Moon, N. A.**, Caylor, J., Converse, P. D., Park, O., & Yeo, K. (2022). Economic Individualism and Job Engagement: Examining the Roles of Work Motivation and Growth Need Strength. *Sustainability*, *14*(2), 591. https://doi.org/10.3390/su14020591

Vaghef, K., Converse, P. D., Merlini, K. P., & **Moon, N. A.** (2021). Ya gotta wanna: Shifting motivational priorities in the self-control process. *Journal of Theoretical Social Psychology*. https://doi.org/10.1002/jts5.119

**Moon, N. A.**, Converse, P. D., Merlini, K. P., & Vaghef, K. (2020). The Role of Off-Task Thoughts and Behaviors in Linking Self-Control with Achievement-Related and Well-Being Outcomes. *Journal of Research in Personality*, 103935. https://doi.org/10.1016/j.jrp.2020.103935

Pomerance, M., Converse, P. D., **Moon, N. A.** (2020). Self-Concept content and structure: Motivation and performance implications. *Personnel Review*. https://doi.org/10.1108/PR-07-2019-0403

Tocci, M. C., Converse, P. D., & **Moon, N. A.** (2020). Core self-evaluations over time: Predicting within-person variability.*Journal of Individual Differences, 41*(1), 1-7. DOI: 10.1027/1614-0001/a000314

Edkins, V., & **Moon, N.** (2018). Looking Across the Globe, Where Do Retail Jobs Lead to a Middle-Class Life? *Analyses of Social Issues and Public Policy*, *0* 0, 1-4. DOI: 10.1111/asap.12162.

**CONFERENCE PROCEEDINGS**

Ampo, C., **Moon, N. A.**, Hesson, Z., Robbins-Roth, V., Wallace, B., & Griffith, R. L. (2022, July). Human-Centered Augmentation of xR Training Technologies with a Self-regulatory Cognitive Process. In *International Conference on Human-Computer Interaction* (pp. 325-332). Springer, Cham. DOI: 10.1007/978-3-031-05457-0\_25

Milosevic, M., Rau, K., Ponce, L. P., **Moon, N. A.**, Quraishi, N., Webber, A., & Griffith, R. L. (2020, July). Guided Mindfulness: Using Expert Schemas to Evaluate Complex Skill Acquisition. In *International Conference on Human-Computer Interaction* (pp. 233-256). Springer, Cham. DOI: 10.1007/978-3-030-50439-7\_16

Quraishi, N., **Moon, N. A.**, Rau, K., Ponce, L. P., Milosevic, M., Merlini, K., & Griffith, R. L. (2019, July). Guided Mindfulness: New Frontier to Augmented Learning. In *International Conference on Human-Computer Interaction* (pp. 586-596). Springer, Cham. DOI: 10.1007/978-3-030-22419-6\_42

Milosevic, M., **Moon, N. A.**, McFerran, M. W., al-Qallawi, S., Ponce, L. P., Juszczyk, C., & Converse, P. D. (2019, July). Self-control Strategies: Interpreting and Enhancing Augmented Cognition from a Self-regulatory Perspective. In *International Conference on Human-Computer Interaction* (pp. 573-585). Springer, Cham. DOI: 10.1007/978-3-030-22419-6\_41

Griffith, R. L., Steelman, L. A., **Moon, N.**, al-Qallawi, S., & Quraishi, N. (2018). Guided Mindfulness: Optimizing Experiential Learning of Complex Interpersonal Competencies. In *International Conference on Augmented Cognition* (pp. 205-213). Springer, Cham. DOI: 10.1007/978-3-319-91467-1\_17

**MANUSCRIPTS IN PREPARATION**

Merlini, K. P., **Moon, N. A.**, Caylor, J., Redmond., A., McKenzie-James, A., & Nguyen, D. M. (Revise and Resubmit). Moving the needle: The impact of inclusive leadership on worker experience. *Journal of Business and Psychology*

Milosevic, M., **Moon, N. A.**, McFerran, M., Al-Qallawi, S., & Converse, P. D. (Revise and Resubmit). The Process Model of Self-Control: Developing a Measure of Self-Control Strategies. *Applied Psychology: An International Review.*

Al-Qallawi, S., **Moon, N. A.,** Converse, P. D., Ponce, L. P., Caylor, J., Merlini, K. P., Juszcyzyk, C., Belluccia, A. J. (Under Review). Personality profiles at work: Nature and implications. *Target Journal: Human Performance*

**Moon, N. A.** & Howard, G. J. (Under Review). Navigating the Job Market: Underemployment Profiles and Job Search Strategies for Marginalized Groups. *Journal of Business and Psychology*.

Converse, P. D., Milosevic, M., Lor, K., Clubb, A. R., **Moon, N. A.**, Hesson, Z. B, Griffith, R. L, Pitts, K., Lee, J., & Moore, B. (Under Review). Self-Regulatory Demands at Work. *Human Resource Management Review*.

Ponce, L. P., Kaplan, S. A., Kim, J., **Moon, N. A.**, Dalal R. S., & Aitken, J. A. (Under Review). Incremental Advantage of Personality Facets in Predicting State Work Engagement. *Journal of Organizational Behavior*.

**Moon, N. A.** & Converse, P. D. (manuscript in preparation). Am I Committed or Conflicted? Examining the Implications of Self-Concept Structure for Well-Being and Achievement. *Target Journal*: *Applied Psychology: an International Review*.

Ponce, L. P., **Moon, N. A.**, Cannon, J. A., Bradshaw, B., & Kuykendall, L. E. (manuscript in preparation). Neurodiversity Unleashed: Tapping into Hidden Talent. *Target Journal: Journal of Vocational Behavior*.

Ponce, L. P., Son, M., **Moon, N.A.**, Kaplan, S. A., Lee, P. (manuscript in preparation). Navigating the Office Arena: Developing a Multidimensional Measure for Political Will. *Target Journal: Journal of Management*.

**Moon, N. A.**, Bush, C., Peters, T. (manuscript in preparation). Development and Validation of a Model of Leadership Behaviors that Impact Employee Demotivation. *Target Journal: Journal of Leadership and Organizational Studies*.

**SERVICE**

* Ad-hoc Reviewer, Occupational Health Science
* Ad-hoc Reviewer, Journal of Research in Personality
* Ad-hoc Reviewer, Personality and Individual Differences
* Conference Reviewer, Academy of Management
* Conference Reviewer, Society for Industrial and Organizational Psychology

**GRANTS**

* “*Cross-domain self-regulation for junior leaders in multi-domain operations*” (08/2022-08/2023). U.S. Army Research Institute for the Behavioral and Social Sciences (ARI). Prime Contractor: Institute for Culture, Collaboration, & Management. Griffith, R. (PI). Budget: $898,720.29
* *“Guided Mindfulness: Participant Data Collection”* (01/1/2019-05/30/2019). Naval Air Warfare Center Training Systems Division (NAWCTSD). Prime Contractor: Institute for Cross-Cultural Management. Griffith, R. (PI). Budget: $50,417
* “*Multilevel Cognitive Task Analysis and Performance Measure Development For a Multi-Team Electronic Warfare System*” (07/1/2019-12/30/2019). Prime Contractor: ASEC Incorporated. Subcontractor: Institute for Cross-Cultural Management. Griffith, R. (PI).

**CONFERENCE PRESENTATIONS**

Ponce, L. P., **Moon, N. A.**, Cannon, J. A., Bradshaw, B., & Kuykendall, L. E. (2024). Neurodiversity Unleashed: Tapping into Hidden Talent [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Ponce, L. P., Son, M., **Moon, N.A.**, Kaplan, S. A., Lee, P. (2024, April). Navigating the Office Arena: Developing a Multidimensional Measure for Political Will [Poster session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Moon, N. A.** (Co-Chair) & Merlini, K. P. (Co-Chair) (2023, April). Novel approaches to overcoming adversity: Multilevel research on workplace resilience [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States.

Chen, X., Davy, A., Hong, J., **Moon, N. A.**, & Gabrenya, W. K. (2022, June). Conceptualization of Expatriate Effectiveness. Oral Presentation at International Association for Cross-Cultural Psychology, Virtual.

Chen, X., Davy, A., Hong, J., **Moon, N. A.**, Gabrenya, W. K., DuBose, M., & Kochhar, D. (2022, June). Chicken or the Eggs? A Review of the Relationship Among Expatriate Adjustment, Performance, and Effectiveness. Poster Presentation at International Association for Cross-Cultural Psychology, Virtual.

Fedele, D., **Moon, N. A.**, Milosevic, M., & Converse, P. D. (2022, April). Mechanisms Linking Self-Control with Task Performance, OCBs, and CWBs. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Seattle, WA.

**Moon, N. A.**, Bush, C., & Peters, T. (2022, April). Development of a Model of Leadership Behaviors that Impact Employee Demotivation. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Seattle, WA.

Merlini, K. P., McKenzie-James, A., Caylor, J. R., **Moon, N. A.**, & Redmond, A. (2022, April). Moving the needle: The impact of inclusive leadership on behaviors and experiences. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Seattle, WA.

Belluccia, A. J., Converse, P.D., **Moon, N. A.**, Lor., K, Harrell, C. (2021, April). Where is My Mind: The Who, What, and Where of Mind Wandering at Work. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

Juszczyk, C., Converse, P.D., **Moon, N. A.**, Ghannam, A., Duan, Y. (2021, April). The Negative Effects of Interruptions on Performance and Affective Well-Being. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

Chen, X., Lor, K., Gu, S., & **Moon, N. A.** (2021, April). An applicant concern and reaction study with online Q&A text-based data. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

Vaghef, K., Converse, P. D., Merlini, K. P., & **Moon, N. A.** (2020, April). Ya gotta wanna: Shifting motivational priorities in the self-control process. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

Al-Qallawi, S., **Moon, N. A.,** Converse, P. D., Ponce, L. P., Caylor, J., Merlini, K. P., Juszcyzyk, C., Belluccia, A. J. (2020, April). *Personality profiles at work: Nature and implications*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

**Moon, N. A.**, Converse, P. D., Merlini, K. P., & Ponce, L. P. (2020, April). Conflict management styles: Exploring links with negative mood regulation and burnout. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

Milosevic, J., **Moon, N.A.,** Al-Qallawi, S., Ponce, L. P., McFerran, M., Juszyzyk, C., & Converse, P. (2020, April). *The Development and Validation of a Self-Control Strategies Measure*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Virtual.

**Moon, N. A.** & Converse, P. D. (2019, April). *Examining the Nature and Regulation of Job Search Goals*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Washington, DC.

Milosevic, J., **Moon, N. A.,** Al-Qallawi, S., Converse, P. D., & McFerran, M. (2019, April). *Self-Control Strategies: A Measure Development*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Washington, DC.

**Moon, N. A.**, Caylor, J., Duong, N., Crum, K., & Converse, P. D. (2018, April). *Economic Individualism and Job Engagement: A Moderated Mediation Model*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

Converse, P., **Moon, N. A.**, Merlini, K. P., & Vaghef, K. (2018, April). *The Role of Off Task Thoughts and Behaviors on Outcomes*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

Trané, S., Beverage, M., **Moon, N. A.**, & Converse, P. D. (2017, April). *Give and Take: A Validation Study*. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

**TEACHING EXPERIENCE**

**California State University, Department of Psychology**

PSYC6641: Applied Psychological Measurement Fall 2023

PSYC6644: Analysis of Variance Fall 2023

PSYC6951: Advanced Independent Study Fall 2023

PSYC3355: Industrial Psychology Spring 2024

PSYC6603: Talent Acquisition and Legal Issues Spring 2024

PSYC6974: Thesis Spring 2024

**Harvard University, Harvard Extension School**

IORP E-1501 (TA): Industrial-Organizational Psychology Spring 2020-Spring 2023

STAT E-100 (TA): Intro. to Quant. Methods for the Social Sciences Spring 2023

**Florida Institute of Technology**

PSY 4514 (TA): Psychological Research Methods and Statistics 2 Fall 2018

PSF 2551 (TA): Survey of Forensic Psychology Spring 2017

**PROFESSIONAL EXPERIENCE**

**Associate**

Aon, Human Capital Solutions, Washington, DC October 2019-August 2023

* Project manage client-facing projects for validation studies
* Conduct Job Analyses, Construct Validation around personality-based, cognitive ability, and knowledge measures
* Utilize R and SPSS to conduct Adverse Impact Analyses and Criterion-related Validation

**Product & Research Development Manager**

Institute for Culture, Collaboration, & Management (ICCM), Melbourne, FL August 2017- August 2023

* Lead a team of 15 analysts to develop research content and thought leadership around culture, collaboration, and management
* Developing and validating module to capitalize on experiential learning
* Developing and validating assessment-based solutions for external stakeholders
* Responsible for full research life-cycle, from project planning to content creation

**Associate Consultant**

The Center for Organizational Effectiveness, Melbourne, FL August 2018-January 2021

* Developed survey materials and coordinated with client and project leaders
* Conducted Data Analysis and Writing Technical Reports
* Presented to organizational stakeholders

**Graduate Research Assistant** August 2016-May 2020

Florida Institute of Technology, Melbourne, FL

* Conducted literature reviews
* Analyzed data utilizing R, MPlus, and SPSS
* Wrote scientific journal articles for publication and conference presentations

**Senior Account Executive**

Soliant Health, Atlanta, GA July 2013 – July 2018

* Managed hiring process for healthcare professionals across the US
* Built and maintained client relationships across the US
* Mentored and trained new employees on medical recruiting and sales

**PROFESSIONAL AFFILIATIONS**

Society for Industrial Organizational Psychology (SIOP), Academy of Management (AOM), Psi Chi International Honor Society in Psychology, National Society of Collegiate Scholars, Society for Human Resource Management (SHRM)

**SKILLS AND EXPERTISE**

* Hierarchical Linear Modeling, Latent Profile Analysis, Multivariate Statistics
* R/RStudio, SPSS, SPSS AMOS, MPlus
* Business Intelligence and Data Analytics (SAP Predictive Analytics, Crystal Reports, Lumira, BusinessObjects Business Intelligence)
* Amazon Mechanical Turk, Prolific