

William (Wil) Jimenez, M.S.

Research Associate, Pacific Research and Evaluation, LLC

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Education

- 2023 (Expected) Ph.D.: Psychology
Program: Industrial-Organizational Psychology
Old Dominion University, Norfolk, Virginia
- 2018 M.S.: Psychology
Program: Industrial-Organizational Psychology
Old Dominion University, Norfolk, Virginia
- 2016 B.A.: Psychology
The George Washington University, Washington, D.C.

Professional Experience

10/22-Present Research Associate

Pacific Research & Evaluation, LLC, Portland, Oregon (personally based in Arlington, Virginia)

- Design, implement, and manage evaluation and research projects
- Facilitate data collection, including scheduling and conducting interviews, focus groups, and written surveys
- Manage, clean, code, and conduct statistical analyses using R, Excel, and SPSS
- Write evaluation reports, plans, and proposals

01/22-08/22 Graduate Research Assistant

Old Dominion University Research Foundation, Arlington, Virginia

- Conducted a comprehensive literature review of research involving naval leadership
- Integrated qualitative findings and quantitative findings to develop leadership competencies
- Cleaned, merged, and analyzed EQ-i 2.0, Hogan Assessments, and PAI data in Excel, R, and JASP
- Presented findings at International Military Testing Association Conference

08/21-02/22 Assessment Project Intern

Spencer Stuart, Arlington, Virginia

- Facilitated the refinement of an assessment tool by rescoring open-ended responses to interview questions
- Provided feedback on changes to scoring rubrics

06/19-12/19 Talent Strategy & Engagement Intern

National Aeronautics and Space Administration, Washington, D.C.

- Supported the development and administration of a two-day Talent Strategy Development Workshop with human resource and human capital leaders from across the Agency
- Researched and created dossiers on leading edge private sector companies as a part of the OCHCO Benchmarking Program
- Developed and administered a pilot survey on NASA's Future of Work framework and used Excel and R to clean and analyze data from 100+ responses collected over five days

- Used Excel and R to clean and analyze 2019 NASA Federal Employee Viewpoint Survey data and wrote multiple reports on findings

08/17-04/19 Training Needs Assessment and Program Evaluation Research Assistant

Old Dominion University, Norfolk, Virginia

- Conducted interviews, focus groups, and literature reviews to learn about veterans' needs during reintegration into civilian life
- Conducted data analyses and created graphs using SPSS, Excel, and Mplus
- Co-authored technical reports, conference presentations, and client presentations summarizing the research team's findings and recommendations

08/16-05/20 Graduate Teaching Assistant

Old Dominion University, Norfolk, Virginia

- Graded and provided tailored feedback on 1,000+ students' writing assignments on Blackboard for the courses Cross-Cultural Psychology and Social Psychology
- Answered students' questions over email and provided detailed instructions and walkthroughs

06/16-08/16 Human Resources Intern

Gryphon Technologies, LC, Washington, D.C.

- Interviewed HR internship applicants over the phone
- Edited, reformatted, and uploaded policies and procedures
- Digitized and uploaded several hundred offer letters, resumes, and spot bonuses
- Searched for incumbent workers' resumes on iCIMS and entered employment histories on Excel
- Created HR metrics visualizations that were presented to senior management at a quarterly meeting
- Gave a presentation on the internship program to senior management

05/15-08/15 Talent Management Intern

Aquicore, Washington, D.C.

- Published job postings on organization's career page and submitted job postings to sourcing websites
- Tracked job applicants using the ATS web application Lever, interviewed job applicants over the phone, and scheduled in-person interviews for SMEs and the CEO
- Oversaw and coordinated the onboarding process for 6 employees
- Created several organizational charts depicting Aquicore's past size, current size, and projected growth that the CEO presented during an advisory board meeting
- Created a value proposition for the purchase of DocuSign licenses and served as in-house support once it was purchased and implemented

Publications & Presentations

Selected Publications:

Jimenez, W. P., Katz, I. M., & Liguori, E. A. (in press). Fear and trembling while working in a pandemic: An exploratory meta-analysis of workers' COVID-19 distress. *Occupational Health Science*.
<https://doi.org/10.31234/osf.io/5zfrv>

Hu, X., Zhan, Y., **Jimenez, W. P.**, Garden, R., & Li, Y. (2022). Fake it till you make it with your boss? Surface acting in interactions with leaders. *European Journal of Work and Organizational Psychology*, 31(4), 596–609.
<https://doi.org/10.1080/1359432X.2021.2017887>

- Featured in Psychology Today blog *Fulfillment at Any Age*:
<https://www.psychologytoday.com/us/blog/fulfillment-any-age/202201/5-signs-someone-is-trying-fake-you-out>

Jimenez, W. P., Hu, X., Garden, R., & Xie, X. (2022). Toward a more PERMA(nent) conceptualization of worker well-being? A cross-cultural study of the Workplace PERMA Profiler. *Journal of Personnel Psychology, 21*(2), 94–100. <https://doi.org/10.1027/1866-5888/a000288>

Jimenez, W. P., Hu, X., & Xu, X. V. (2022). Thinking about thinking about work: A meta-analysis of off-job positive and negative work-related thoughts. *Journal of Business and Psychology, 37*(2), 237–262. <https://doi.org/10.1007/s10869-021-09742-7>

- Received *Journal of Business and Psychology* Editor Commendation
- Old Dominion University College of Sciences press release: https://www.odu.edu/sci/news/2021/4/can_t_stop_thinking_

Jimenez, W. P., Burlleson, S. D., & Haugh, M. J. (2021). From managing nurses to serving nurses: The case for transfusing nursing management with servant leadership during the global COVID-19 pandemic. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14*(1–2), 280–285. <https://doi.org/10.1017/iop.2021.57>

Jimenez, W. P., Hu, X., Kenneally, C., & Wei, F. (2021). Do they see a half-full water cooler? Relationships among group optimism composition, group performance, and cohesion. *Journal of Personnel Psychology, 20*(2), 75–83. <https://doi.org/10.1027/1866-5888/a000271>

Jimenez, W. P., Xu, X., Campion, E. D., & Bennett, A. A. (2021). Takin' care of small business: The rise of stakeholder influence. *Academy of Management Perspectives, 35*(2), 324–330. <https://doi.org/10.5465/amp.2020.0070>

Jimenez, W. P. (2020). Successfully aging at work or successfully working while aging? The importance of older workers' psychological well-being. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 13*(3), 422–425. <https://doi.org/10.1017/iop.2020.60>

Xu, X., Peng, Y., Zhao, P., Hayes, R., & **Jimenez, W. P.** (2019). Fighting for time: Spillover and crossover effects of long work hours among dual-earner couples. *Stress and Health, 35*(4), 491–502. <https://doi.org/10.1002/smi.2882>

Selected Presentations:

Jimenez, W. P., & Hu, X. (Chairs). (2022, April 18–30). *Working toward worker well-being: Conceptual and methodological insights* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Jimenez, W. P., Cigularov, K. P., Warnock, K. N., & Katz, I. M. (2022, March 7–11). *Leading helm and hull: A review of Navy leadership* [Poster presentation]. International Military Testing Association Conference, Raleigh, NC, United States.

Jimenez, W. P. (2021, September 14–15, November 1–4). *Fear and trembling in a global pandemic: A scoping meta-analysis of workers' psychological strain specific to COVID-19* [Poster presentation]. Work, Stress, and Health conference, Miami, FL, United States.

Jimenez, W. P., Hu, X., & Xu, X. (2020, October 20–24). *Thinking about thinking about work: A meta-analysis of off-the-clock positive and negative work-related thoughts* [Paper presentation]. Southern Management Association Annual Meeting, St. Pete Beach, FL, United States.

Jimenez, W. P., Hu, X., Garden, R., & Xie, X. (2020). Job performance and the PERMA framework of subjective well-being: U.S.-China multi-group comparisons. *Academy of Management Proceedings, 2020*(1). <https://doi.org/10.5465/AMBPP.2020.19567abstract>

Jimenez, W. P. (2019, May 23–26). *Supervisors' gratitude expression and employees' hubristic pride are related to employees' organizational citizenship behavior* [Poster presentation]. Association for Psychological Science Annual Convention, Washington, DC, United States.

Dillulio, P., **Jimenez, W.**, Kenneally, C., Collmus, A., Reynoldson, K., Cigularov, K., & Kelley, M. (2019, April 4–6). Training needs assessment of combat-wounded warriors: Challenges to transition. In A. H. Kabins & P. J. Reiley (Chairs), *Boots on the ground: IO psychology's impact on veteran transition* [Research incubator]. Society for Industrial and Organizational Psychology Annual Conference, National Harbor, MD, United States.

Garden, R. C., Hu, X., **Jimenez, W. P.**, & Kenneally, C. (2018, April 19–21). *Relationships between employee well-being and performance: A PERMA approach* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Willford, J. C., Tomczak, D. L., **Jimenez, W. P.**, Ravid, D., & Behrend, T. S. (2017, April 27–29). *Electronic performance monitoring type predicts monitoring reactions and contextual performance* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL, United States.

Professional Affiliations

American Psychological Association (APA)
Association for Psychological Science (APS)
Global Organisation for Humanitarian Work Psychology (GOHWP)
Society for Industrial and Organizational Psychology (SIOP)
Society for Occupational Health Psychology (SOHP)
Southern Management Association (SMA)