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Social & Decision Analytics Division
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EDUCATION

Ph.D. in Psychology, University of California Santa Barbara	2012
B.S. in Psychology, University of Pittsburgh	2002
B.S.B.A. in Management, University of Pittsburgh	2002

PROFESSIONAL EXPERIENCE

University of Virginia Biocomplexity Institute & Initiative Social and Decision Analytics Division Senior Scientist and Research Manager

As a senior scientist: Perform literature reviews, data collection and analyses, and original experimental research; use mathematical and statistical sciences, e.g., machine learning, computational studies, models, surveys, and complex adaptive systems, to address challenging, intractable problems in the areas of criminal justice & public safety, health & wellness, and security & national defense; contribute directly to team science research projects through development and implementation of social and behavioral analytics measuring team dynamics and work process outcomes; collaborate on the publication of scientific results in peer reviewed journals, professional conferences and other forums; participate in grant writing initiatives as both key personnel and principal investigator.

As research manager: Work with senior leader on contracting and implementation of non-traditional funding arrangements (e.g., government sponsored cooperative agreements); prepare proposals, Institutional Review Board (IRB) protocols, technical reports, and academic publications; track project deliverables; advise and mentor project teams, students, and postdoctoral scholars; lead team science and organizational infrastructure initiatives (e.g., research work productivity platforms, develop mentoring and career development plans); assist with development of institute-wide survey to assess interest in remote work.

United States Army Center for the Army Profession and Leadership (CAPL) Research Psychologist

Developed research proposals on Army leadership development model (LDM) and leadership doctrine encapsulating both the attributes (i.e., what leaders should be and know – character, presence, intellect) and competencies (i.e., what the Army requires leaders do – lead, develop, achieve), such as fostering a positive group environment and developing subordinate leaders; write, review, and revise Army doctrine, research reports, scholarly articles, and intervention materials; review peer and contract reports for quality and accuracy.

United States Army Research Institute for the Behavioral and Social Sciences (ARI)

Research Psychologist

Developed social and behavioral research plans examining Soldier and unit performance, lethality, and readiness; conducted quantitative and qualitative data collection via multiple methods (e.g., online surveys, one-on-one interviews, focus groups); designed and executed data reduction and statistical analysis plans; wrote research reports and information papers; prepared and provided briefings to/for peers, leadership, and academic conferences; provided guidance to graduate student fellows and cooperative research partners; assigned to high priority survey project from Talent Management Task Force.

University of California Santa Barbara Center for Evolutionary Psychology

Assistant Director / Executive Director

Recruited to oversee operation of \$2.5 million international research center by co-directors; established development goals and operating budget; implemented university, state, and federal policies; had signature authority over Center operations; performed data reduction and analysis; wrote technical and financial reports summarizing research objectives, methods, results, and expenditures for internal and external stakeholders; provided guidance to research students, team scientists, and visiting scholars (domestic and international).

PUBLICATIONS AND TECHNICAL WRITING

Keast, J., Pietrowicz, S., Pocinki, A., **Thurston, J.**, & Shipp, S. (2020). Creating a Composite Index to Measure Community Embeddedness. *MethodSpace*. <https://www.methodspace.com/creating-a-composite-index-to-measure-community-embeddedness/>

Keast, J., Pocinki, A., Ratcliff, N., **Thurston, J.**, Calderón, J., & Schroeder, A. (2020). Creating a Composite Index to Measure Community Embeddedness. *MethodSpace*. <https://www.methodspace.com/best-practices-for-structuring-and-evaluating-prison-education-programs/>

Pietrowicz, S., Fowers, A., Cohen, S., **Thurston, J.**, & Shipp, S. (2020). How-to: Connecting Grant Funding in USA Spending and Federal RePORTER. *MethodSpace*. <https://www.methodspace.com/how-to-connecting-grant-funding-in-usa-spending-and-federal-reporter/>

Thurston, J. (2018). Individual to group performance composition modeling [Information Paper]. Fort Belvoir: Army Research Institute.

Thurston, J. (2018). Leveraging archival data for individual and team performance [Information Paper]. Fort Belvoir: Army Research Institute.

Center for Evolutionary Psychology. (2017). Center for Evolutionary Psychology annual report. In Institute for Social, Behavioral & Economic Research (ISBER) Annual Report. Santa Barbara: UCSB. <https://www.isber.ucsb.edu/about/reports>

Center for Evolutionary Psychology. (2016). Center for Evolutionary Psychology annual report. In Institute for Social, Behavioral & Economic Research (ISBER) Annual Report. Santa Barbara: UCSB. <https://www.isber.ucsb.edu/about/reports>

Hamilton, D. L., Chen, J. M., Ko, D. M., Winczewski, L., Banerji, I. & **Thurston, J. A.** (2015). Sowing the seeds of stereotypes: Spontaneous inferences about groups. *Journal of Personality and Social Psychology*, 109(4), 569-588. <https://doi.org/10.1037/pspa0000034>

- Center for Evolutionary Psychology. (2015). Cooperation and valuing others: Evolutionary and emotional foundations: final report [Research Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2015). Cooperation and valuing others: Evolutionary and emotional foundations: grant: Potential audiences for outreach [Outreach Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2015). Cooperation and valuing others: Evolutionary and emotional foundations: January 2015 [Progress Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2015). Center for Evolutionary Psychology annual report. In Institute for Social, Behavioral & Economic Research (ISBER) Annual Report. Santa Barbara: UCSB.
<https://www.isber.ucsb.edu/about/reports>
- Center for Evolutionary Psychology. (2014). Cooperation and valuing others: Evolutionary and emotional foundations: October 2014 [Update Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2014). Cooperation and valuing others: Evolutionary and emotional foundations: July 2014 [Progress Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2014). Cooperation and valuing others: Evolutionary and emotional foundations: April 2014 [Update Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2014). Cooperation and valuing others: Evolutionary and emotional foundations: January 2014 [Progress Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2014). Center for Evolutionary Psychology annual report. In Institute for Social, Behavioral & Economic Research (ISBER) Annual Report. Santa Barbara: UCSB.
<https://www.isber.ucsb.edu/about/reports>
- Center for Evolutionary Psychology. (2013). Cooperation and valuing others: Evolutionary and emotional foundations: October 2013 [Update Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2013). Cooperation and valuing others: Evolutionary and emotional foundations: July 2013 [Progress Report]. John Templeton Foundation.
- Center for Evolutionary Psychology. (2013). Center for Evolutionary Psychology annual report. In Institute for Social, Behavioral & Economic Research (ISBER) Annual Report. Santa Barbara: UCSB.
<https://www.isber.ucsb.edu/about/reports>
- Center for Evolutionary Psychology. (2013). Cooperation and valuing others: Evolutionary and emotional foundations: April 2013 [Update Report]. John Templeton Foundation.
- Thurston, J. A.** (2012). Exploring group perception: The relationship between the perception of entitativity and assessments of cohesion (Doctoral dissertation, University of California Santa Barbara). Alexandria Digital Research Library. <http://alexandria.ucsb.edu/lib/ark:/48907/f35q4t2x>
- Hamilton, D. L., Levine, J. M., & **Thurston, J. A.** (2008). Perceiving continuity and change in groups. In F. Sani (Ed.), *Individual and collective self-continuity* (pp. 117-130). Mahwah, NJ: Erlbaum.
<https://doi.org/10.4324/9780203888513>
- Hamilton, D. L., & **Thurston, J. A.** (2007). Illusory correlation. In R. Baumeister & K. D. Vohs (Eds.), *Encyclopedia of social psychology*. New York: Sage. <http://dx.doi.org/10.4135/9781412956253>

PRESENTATIONS

- Linehan, K., Cohen, S., **Thurston, J.**, & Pietrowicz, S. (September 2020). Characterizing Federal Funding of Research and Development Using Administrative Data. Presentation at Federal Committee on Statistical Methodology (FCSM) 2020 Fall Conference, <https://www.fcsm2020.org/>
- Goldstein, J., Ervin, K.S., Keller, S., Lancaster, V.A., Ratcliff, N.J., & **Thurston, J.** (June 2019). Dynamic Modeling of U.S. Army Administrative Data: Predicting Individual and Team Performance. Presentation at Military Operations Research Society (MORS) 87th Symposium, U.S. Air Force Academy, CO.
- Ratcliff, N.J., Goldstein, J., Ervin, K.S., Lancaster, V.A., **Thurston, J.**, Keller, S., & Shipp, S. (December, 2018). Dynamic Modeling of U.S. Army Administrative Data: Predicting Individual and Unit Performance. Presentation at Military Operations Research Society (MORS) Conference: Emerging Techniques Forum, Alexandria, VA.
- Ratcliff, N.J., Ervin, K.S., Goldstein, J., Lancaster, V., Keller, S., Shipp, S., & **Thurston, J.** (November, 2018). Leveraging U.S. Army administrative data for individual and team performance. Presentation at Administrative Data Research Facilities Network (ADRF) Research Conference: Innovations in Administrative Data, Washington, DC.
- Hamilton, D.L., Chen, J.M., Ko, D.M., Winczewski, L., Banerji, I. & **Thurston, J.** (September, 2015). Spontaneous inferences about groups: Implications for stereotype formation. Presentation at Society for Experimental Social Psychology, Denver, CO.
- Hamilton, D. & **Thurston, J.** (June, 2014). Spontaneous differentiation between groups. Presentation at Duck Conference of Social Cognition, Duck, NC.
- Leonard, D., **Thurston, J.**, & Hamilton, D. (January, 2013). They're a sorry bunch: Perceptions of outgroup entitativity shape the receipt of intergroup apology. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Thurston, J.** (October, 2012). Entitativity, cohesion, and performance: A complicated relationship. Invited speaker at Reed College, Portland, OR.
- Thurston, J.** & Hamilton, D. (January, 2010). Exploring group perception: The entitativity-cohesion distinction. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

PROFESSIONAL SERVICE AND AFFILIATIONS

- Editorial Board, Journal of Student Affairs Research and Practice (2013 – 2019)
- Military Operations Research Society (MORS)
- Human Behavior and Evolution Society (HBES)
- American College Personnel Association (ACPA)
- National Association of Student Personnel Administrators (NASPA)
- Society of Personality and Social Psychology (SPSP)