JOEL A. THURSTON, PHD

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EDUCATION

Ph.D. in Psychology, University of California 2012
Santa Barbara, California 93106

- Research areas: Perceiving groups, intragroup processes & group dynamics

B.S. in Psychology, University of Pittsburgh 2002
Pittsburgh, PA, 15260

B.S.B.A. in Management, University of Pittsburgh 2002
Pittsburgh, PA, 15260

- Concentrations: Business environments, Information systems

PROFESSIONAL EXPERIENCE

Senior Scientist and Research Manager
Biocomplexity Institute (BI), Social & Decision Analytics Division (SDAD), University of Virginia
May 2019 – present

Key contributions:

- May 2021 - present: Advise on development of formal division postdoctoral scholar training program (e.g., assess relevant postdoctoral training policies, identify career development opportunities).
- March 2021 - present: Invited to the SDAD Principals Committee to advise leadership on data and technical issues critical to the development, implementation, and evaluation of programs and policies.
- February 2021- present: Selected for institute diversity, equity, and inclusion (DEI) working group (i.e., develop and analyze institute-wide inclusivity climate survey, draft and implement DEI action plan); transitioning to lead inaugural institute DEI committee.
- December 2019 - December 2020: Co-led evaluation group for three-state, five university pilot initiative to build a Community Learning Network and deploy data science to rural communities with Cooperative Extension System, funded by Bill & Melinda Gates Foundation and USDA NIFA FACT program.
- November 2019: Selected by institute leadership to develop survey on staff interest in remote work.

***Senior scientist job duties*:**

- Set priorities for research, lead qualitative research team, ensure overall technical soundness of projects focused on federally funded research & development grants, U.S. Army Soldier and unit performance, science of team science, and support establishing a social impact data commons to advance equity in decision-making across Virginia, Maryland, and Washington D.C.
- Work collaboratively with team members and stakeholders to establish goals and objectives for research projects and translate results into data-informed decisions and evidence-based policy; facilitate consensus building among team members in pursuit of shared interdisciplinary goals.

- Collaborate on the publication of study results in peer reviewed journals and at professional conferences.
- Participate in grant writing initiatives as key personnel and principal investigator.

***Research manager job duties*:**

- Supervise six undergraduate and graduate student project fellow direct reports.
- Conceive, implement, and evaluate innovative organizational infrastructure programs and activities.
- Prepare policy analyses, briefing papers, and technical reviews on research and organizational practices.
- Draft and implement research policies and support systems (e.g., institutional review board protocols).

Research Psychologist (GS-13)
Center for the Army Profession and Leadership and
U.S. Army Research Institute for the Behavioral and Social Sciences (ARI)
November 2017 – May 2019

- Wrote, revised, and reviewed Army leadership doctrine (including highest level doctrine publications).
- Developed research proposals on Army Leadership Development Model (LDM).
- Conducted quantitative and qualitative data collection (e.g., surveys, interviews, focus groups).
- Prepared policy analyses, technical reviews, issue papers, and briefing packages for senior leaders.
- Reviewed peer publications and contractor reports for quality and accuracy.
- Developed data analysis plan and syntax for 35,000-person Talent Management Task Force survey.
- Designed and executed data reduction and statistical analysis plans; wrote statements of work, research reports, and information papers; evaluated proposals and budget justifications.

Executive Director
University of California Santa Barbara
Center for Evolutionary Psychology
January 2013 – September 2017

- Recruited by center co-directors to administer John Templeton Foundation grant; developed and implemented annual and long-range plans, strategies, and goals (e.g., fundraising goals, operating budget).
- Oversaw administration of $2.5M in private funding ($1.3M in payroll); kept operating expenses $250,000 under projected costs across the final two years of grant.
- Implemented university, state, and federal policies as they pertain to research practices and budgeting, and served as designated signature authority over Center operations.
- Wrote technical and financial reports summarizing research objectives, methods, and results.
- Represented center to outside groups (e.g., professional associations and research sponsors).
- Mentored research students, junior scientists, and visiting scholars (domestic and international).

ADDITIONAL PROFESSIONAL EXPERIENCE

Assistant Complex Coordinator
UCSB Residential & Community Living

July 2009 – June 2011

Graduate Student Adviser
UCSB Graduate Division
September 2005 – June 2009

Teaching Assistant Advisory Panel instructor
UCSB Department of Psychological & Brain Sciences
March 2003 – June 2008

Teaching Assistant/Associate
UCSB Department of Psychological & Brain Sciences
September 2002 – June 2009

VOLUNTEER & PROFESSIONAL SERVICE

Liaison Committee chair nominee
Justice, Equity, Diversity, and Inclusion Outreach Group (JEDI OG)
September 2021 – present

Free Form Friday host
Topics: Intersection of Social and Data Science; Science of Team Science
Society for Personality and Social Psychology (SPSP)
April 2021 - present

Participant/discussant
Topics: Data science education; Mentorship and student engagement
Joint Statistical Meetings (JSM) Birds of Feather workshops
September 2021

Editorial Board member
Journal of Student Affairs Research and Practice
March 2013 – December 2019

Research coordinator
Hamilton Social Cognition Laboratory
September 2005 – November 2017

PUBLICATIONS AND TECHNICAL WRITING

Ratcliff, N., **Thurston, J.**, Goldstein, J., Lancaster, V., Shipp, S., Keller, S., & Ervin, K. (Accepted). An Examination of the Longitudinal Stability of Psychological Measures Contained within the U.S. Army's Global Assessment Tool (GAT). *Military Psychology*.

Roberts, F., Berry, R, Graham, E., Walker, M., **Thurston, J.**, Oh, E., Mikytuck, A., & Ratcliff, N. (In press). Halifax County Incarceration and Recidivism. *MethodSpace*. SAGE Publishing.

Shipp, S., **Thurston J.**, Lambur, M., & Dorius, C. (2021). Evaluation: Towards a Community Learning Network to Advance Economic Mobility. *Proceedings of the Biocomplexity Institute*. TR# 2021-021. University of Virginia.

Ratcliff, N., **Thurston, J.**, Goldstein, J., Lancaster, V., Shipp, S., Keller, S., & Ervin, K. (2021) An Examination of the Longitudinal Stability of Psychological Measures Contained within the U.S. Army's Global Assessment Tool (GAT). *Proceedings of the Biocomplexity Institute*. TR# 2021-009. University of Virginia.

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

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

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. (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

Oh, E., Linehan, K., **Thurston, J.**, Shipp, S., Keller, S., Jankowski, J., & Kindlon, A. (November, 2021). Machine-Learning Based Identification of Emerging Research Topics Using Research & Development Administrative Data. Presentation at Federal Committee on Statistical Methodology (FCSM) 2021 Fall Conference, https://www.fcsm2021.org/

Linehan, K., Oh, E., **Thurston, J.**, Shipp, S., Keller, S., Jankowski, J., & Kindlon, A. (August, 2021). Mining Federal RePORTER Using Machine Learning: Selected Case Studies on the Popularity of Concept-Related Topics. Presentation at Joint Statistical Meetings (JSM) 2021 Conference, https://ww2.amstat.org/meetings/jsm/2021/

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.

AWARDS & HONORS

University of Virginia Library Research Sprint Awardee: Science of Team Science (2021)

UCSB University Service Award in recognition of contributions to the quality of life at UCSB (2009)

UCSB Graduate Student Association Dixon-Levy Service Award for exceptional service to the UCSB graduate student community (2009)

UCSB Graduate Student Association Dixon-Levy Service Award for exceptional service to the UCSB graduate student community (2006)

PROFESSIONAL AFFILITATIONS

American Statistical Association (ASA)
Human Behavior and Evolution Society (HBES)
Military Operations Research Society (MORS)
Society for Personality and Social Psychology (SPSP)
Women in the Evolutionary Behavior Sciences (WEBS)

REFERENCES

Dr. Kelly Ervin, Senior Research Psychologist & Unit Chief
U.S. Army Research Institute
Programs, Budgets, and Strategy Unit
Email: kelly.s.ervin.civ@mail.mil
Phone: 703-545-2401 (DSN: 865-2401)

Drs. Leda Cosmides & John Tooby, Distinguished Professors & Co-Directors
UCSB Center for Evolutionary Psychology
Former supervisors (UCSB CEP)
Email: leda.cosmides@psych.ucsb.edu
Email: tooby@anth.ucsb.edu
Phone: 805-893-8720

Dr. David L. Hamilton, Professor Emeritus
UCSB Department of Psychological & Brain Sciences
Faculty adviser & research collaborator
Email: david.hamilton@psych.ucsb.edu
Phone: 805-564-3569