

James G. Field, Ph. D.
Curriculum Vitae

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West Virginia University
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Email: james.field2@mail.wvu.edu

Employment:

2017 – present Assistant Professor, West Virginia University, Morgantown, WV

2014 – Coding Team Supervisor – metaBUS.org

2013 – 2016 Consultant
Center for Learning and Performance (First Horizon
National Corp., Memphis, TN)

2011 – 2013 Business Instructor, Marshall University, Huntington, WV

2010 Adjunct Instructor, Mountwest CTC, Huntington, WV

Education:

2013 - 2017 Ph.D. (Business – HR/OB/RM)
Virginia Commonwealth University, Richmond, VA

2009 – 2011 M.B.A (Management)
Marshall University, Huntington, WV

2004 – 2008 B.S. (Management)
Glenville State College, Glenville, WV

Research Interests:

My current research interests focus on organizational research methods, organizational behavior, and human resource management topics. I work with Dr. Frank Bosco (VCU) on the metaBUS project and have helped maintain the largest searchable, cloud-based database of scientific findings for almost five years. For my dissertation, I will draw on the metaBUS database to introduce a methodology that serves as a sensitivity analysis for relative importance weights in the meta-analytic context. In addition, I will apply this methodology to examine those variables with the most value for predicting turnover intention and jingle-jangle fallacy in the employee turnover context.

Publications:

Bennett, A. A., Bakker, A. B., & Field, J. G. (in press). Recovery from work-related effort: A meta-analysis. *Journal of Organizational Behavior*.

Bosco, F. A., Aguinis, H., Field, J. G., Pierce, C. A., & Dalton, D. R. (2016). HARKing's threat to organizational research: Evidence from primary and meta-analytic sources. *Personnel Psychology*, 69, 709-750. doi: 10.1111/peps.12111

Bosco, F. A., Steel, P., Oswald, F. O., Uggerslev, K., Field, J. G. (2015). Cloud-based meta-analyses to bridge science and practice: Welcome to metaBUS. *Personnel Assessment and Decisions*, 1, 3-17. [Invited submission]

Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, 6251. doi: doi.org/10.1126/science.aac4716 [Ranked as a Top 5 breakthrough article by *Science*]

Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2015). Correlational effect size benchmarks. *Journal of Applied Psychology*, 100, 431-449. doi: 10.1037/a0038047 [Data files available [here](#)]

Open Science Collaboration. (2012). An open, large-scale, collaborate effort to estimate the reproducibility of psychological science. *Perspective on Psychological Science*, 7, 657-660. doi: 10.1177/1745691612462588

Book Chapters:

Open Science Collaboration (in press). Maximizing the reproducibility of your research. In S. O. Lilienfeld & I. D. Waldman (Eds.), *Psychological Science Under Scrutiny: Recent Challenges and Proposed Solutions*. New York, NY: Wiley. <https://osf.io/nte3j/>

Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computation Research* (A Volume in The R Series) (pp. 299-323). New York, NY; Taylor & Francis.

Manuscripts under Review:

Field, J. G., Kepes, S., & Bosco, F. A. (2017). How trustworthy is our cumulative knowledge on turnover? *Journal of Management*. (Preparing first R&R)

Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., Rogelberg, S., G., & Rupp, D., E. (2017). Multiple perspectives on open science practices: Myths, urban legends, kernels of truth, and realities. *Organizational Research Methods*. (Preparing first R&R)

Grant Proposal Strategy

I have gained familiarity with applying for and managing grants and contracts through my work as collaborator with the metaBUS team (see current metaBUS funding, pasted below). With the title of Assistant Professor, I suspect that funding success will increase (cf. doctoral student). It is my goal to obtain funding to further the metaBUS project and related “Big Science” efforts.

Dissertation research funding

Field, J. G. (PI). *A sensitivity analysis for relative importance weights in the meta-analytic context: A step towards narrowing the theory-empiricism gap in turnover*. Virginia Commonwealth University’s Graduate School 2016-2017 Dissertation Award, \$23,000.

Field, J. G. (PI). *A sensitivity analysis for relative importance weights in the meta-analytic context: A step towards narrowing the theory-empiricism gap in turnover*. SIOP’s Dissertation Scholarship, \$3,000.

Grant funding applications under review

Bosco F. A., Oswald, F. L., Field, J. G. *United States team for the 2016 Trans-Atlantic Partnership Digging in Data Challenge (with collaborative teams from Canada, United Kingdom, Netherlands, and Germany)*. (Submitted to the National Science Foundation June 2016). U.S. grant total: \$250,000. Total grant value: approx. \$1 million.

Grant applications in progress

Field, J. G. (PI). (Proposal in progress). *Research curation 2.0: A comprehensive archive of employee turnover research findings*. Seeking funding over \$250,000. Potential funders: [NSF’s Science of Science](#); [NSF’s Science of Organizations](#), [NSF's Big Data Regional Innovation Hubs](#), [NSF's BIGDATA](#), [SHRM Foundation](#), [DARPA’s NGS2](#).

Current metaBUS Funding

Bosco, F. A. (PI), Kepes, S., Brooks, P. (co-PIs), Uggerslev, K., Steel, P. (co-Investigators) (2015). *Research curation as a vehicle for scientific insight and the public understanding of science*. VCU Presidential Research Quest Fund, \$50,000.

Bosco, F. A., & Steel, P. (PIs), Uggerslev, K. L., Sriram, N., Kepes, S., McDaniel, M. A. (co-applicants) (2014). *Field mapping: An archival protocol for social science research findings*. [Digging into Data Challenge](#). Total funding: \$247,881 (National Science Foundation, \$123,093 USD; Social Sciences and Humanities Research Council, \$124,788 CAD)

Steel, P., Bosco, F. A., & Uggerslev, K. (2014). *Advancing leadership studies through the metaBUS project*. Canadian Centre for Advanced Leadership in Business, \$108,000.

Bosco, F. A., Uggerslev, K. L., Steel, P. (co-PIs), McDaniel, M. A., Kepes, S., &

Sriram, N. (coapplicants) (2014). *Bridging communication gaps in HR by mapping constructs and findings*. Society for Human Resource Management (SHRM) Foundation grant, \$140,000.

Manuscripts in Progress and Research Agenda

Field, J. G., Bosco, F. A., McDaniel, M. A., & Kepes, S.. The extent of *p*-hacking in organizational research. Target: *Journal of Applied Psychology*

Kepes, S., Field, J. G., List, S. K. Publication bias and its assessment methods: Review, issues, and a simulation. Target: *Psychological Bulletin*

Field, J. G., Mihm, D. C., O'Boyle, E. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015, August). An examination of the funding-finding relation in the field of management. Target: *Journal of Business and Psychology*

Field, J. G., & metaBUS. A big data approach to the turnover literature using metaBUS protocols.

*Approximately 3,000 articles and dissertations pertaining to turnover-related outcomes have been located. metaBUS extraction and coding protocols are currently being applied to augment the data and will help create an exhaustive database of turnover findings.

Field, J. G., Munc, A. H., Bosco, F. A., Uggerslev, K. L., Steel, P.. Effect Size Benchmarks for Common I-O Topics around the Globe. Target: *Science*

Field, J. G., Bosco, F. A., & Pierce, C. A.. Variability in effect-size magnitude as a function of sample type. Target: *Journal of Applied Psychology*

Kepes, S., List, S., Field, J. G.. How trustworthy is our cumulative knowledge on strategic human resources management? Target: *TBD*

Conference Presentations & Proceedings:

Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., & Rogelberg, S., G. Multiple perspectives on open science practices: Myths, urban legends, kernels of truth, and realities. Panel symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

*Selected by the All-Academy Theme as a "showcase symposium"

Field, J. G., & List, S. K. A large-scale relative importance analysis to assess the performance of job performance theories. In V. Z. Chen (Chair), *Science-practice interface: Meta-analyzing theories for performance implications*. Presenter symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Wingate, J. & Field, J. G. *Assessing the relative importance of predictors of state*

stress using meta-analytic data. Paper to be presented at the annual meeting of the American Psychological Association's Work, Stress, Health, Minneapolis, MN.

Field, J.G., Kepes, S., Bosco, F. A. *How trustworthy is our cumulative knowledge on turnover?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Wingate, J. & Field, J. G. *Assessing the relative importance of predictors of state stress using meta-analytic data.* Paper presented at VCU's 20th annual graduate student research symposium.

Bosco, F. A., Field, J. G., Uggerslev, K. L., Steel, P., Kepes, S. *metaBUS: Leveraging one million published findings to conduct instant meta-analyses.* Workshop to be presented at the annual meeting of the International Convention of Psychological Science, Vienna, Austria.

Steel, P., Field, J. G., Bosco, F. A., Uggerslev, K. A., (2016, August). *Generating instant custom meta-analyses: A metaBUS tutorial for synthesizing management research.* PDW presented at the annual meeting of the Academy of Management, Anaheim, CA.

Field, J. G., Baker, C. A., Bosco, F. A., McDaniel, M. A., & Kepes, S. (2016, April). *The extent of p-hacking in I-O psychology.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Uggerslev, K. L., Bosco, F. A., Steel, P., & Field, J. G., (2016, April). *Using metaBUS for literature searches and generating instant meta-analyses.* Master tutorial presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Field, J. G. (2016, January). *Developing consensus ontologies: An iterative approach to classify thousands of constructs in the metaBUS database.* Presentation given at the metaBUS Taxonomy Development Workshop, Scottsdale, AZ

Field, J. G., Mihm, D. C., O'Boyle, E. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015, August). *An examination of the funding-finding relation in the field of management.* Paper presented at the meeting of the Academy of Management, Vancouver, BC. doi: 10.5465/AMBPP.2015.17463abstract

Field, J. G., Munc, A. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015). *Effect size benchmarks for common I-O topics around the globe.* Poster presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA. *Awarded *Best International Paper*

Bosco, F. A., Uggerslev, K. L., Steel, Field, J. G., (2015). *Generating instant meta-*

analyses using the metaBUS database and construct taxonomy. Master tutorial presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Bosco, F. A., Uggerslev, K. L., Steel, P., Aguinis, H., Field, J. G., Pierce, C. A., Munc, A. H., Daniel, J. M., Allen, D. G., Widlak, I., Sarkar-Barney, S. T., & Sriram, N. (2015). *Using science-mapping and meta-analysis to bridge the scientist-practitioner divide.* Alternative session presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Bosco, F. A., Aguinis, H., Kepes, S., Gabriel, A. S., & Field, J. G. (2014, August). Assessing the impact of nonresponse bias: A “big science” approach. In F. A. Bosco & P. Steel (Chairs), *The “big science” revolution in management: Possibilities, technology, and applications.* Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA. doi: 10.5465/AMBPP.2014.16949symposium

Bosco, F. A., Singh, K., & Field, J. G. (2014, May). *Mapping I-O psychology: Content and trends from 1980 to 2010.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Field, J. G., Bosco, F. A., & Pierce, C. A. (2013, August). Variability in effect-size magnitude as a function of sample type. In C. Wiese & J. Marcus (Co-Chairs), *Investigating Understudied Moderators in Meta-Analysis.* Symposium conducted at the meeting of the Academy of Management, Orlando, FL. doi: 10.5465/AMBPP.2013.17079symposium

[Data files available [here](#)]

Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A., (2013, August). Effect-size magnitude benchmarks: Implications for scientific progress and statistical inferences. In E.H O’ Boyle (Chair), *Philosophy of Science.* Paper presented at the meeting of the Academy of Management, Orlando, FL. doi: 10.5465/AMBPP.2013.16542abstract

Field, J.G., & Bosco, F.A. (2012, September). *Knowledge management relies on employee attraction and retention: Insights from meta-analysis.* Invited presentation for West Virginia Division of Personnel Human Resources Conference, Beckley, WV.

Bosco, F.A., Field, J.G., & Pierce, C.A. (2012, August). *Accommodational plasticity in organizational science: Influence of hypothesis framing on effect size.* Paper presented at the meeting of the Academy of Management, Boston, MA.

[Published in *Academy of Management Best Paper Proceedings*]

Invited Colloquia

Field, J. G. (2016, October). *How open-access to big data can narrow the science-practice gap: A demonstration of the metaBUS platform*. Brown bag seminar and workshop held at the Department of Psychology, George Mason University, Fairfax, VA.

Awards

2017 Dean's Scholar Award from the VCU School of Business (given to an outstanding graduate student who has attained superior academic standing while pursuing a degree at the Virginia Commonwealth University School of Business)

Professional Memberships and Service:

Southern Management Association (2017 – present)
Society for Industrial and Organizational Psychology (2014 – present)
Academy of Management (2012 – present)
Center for Open Science Ambassador (June 2016 – present)
Participant, [Open Science Framework](#) (fall 2012)
Society for the Improvement of Psychological Science (2016 – present) (<https://osf.io/jtcu9/>)
Alpha Kappa Psi College of Business Advisor (2012 – 2013)
Alpha Kappa Psi (2012 – present)
Honor Society (2015 – present)
RAMS Graduate Student Organization (2013 – present)
Student Government Association President (Glenville State College: 2006-2008)
Student Government Association Vice-President (Glenville State College: 2005-2006)

References:

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