

James G. Field, Ph. D.

Curriculum Vitae | [Google Scholar Profile](#)

1601 University Avenue
116 Business and Economics Building
West Virginia University
Morgantown, WV 26506
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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 – OB/HR/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

Publications

Banks, G. C., Field, J. G., Oswald, F. L., O’Boyle, E. H., Landis, R. S., Rogelberg, S. G., & Rupp, D., E. (2019). Answers to 18 Questions About Open Science Practices. *Journal of Business and Psychology*, 34, 257-270. doi: <https://doi.org/10.1007/s10869-018-9547-8>

Bennett, A. A., Bakker, A. B., & Field, J. G. (2018). Recovery from work-related effort: A meta-analysis. *Journal of Organizational Behavior*, 39, 262-275. doi: <http://doi.org/10.1002/job.2217>

Lakens, D., Adolphi, F. G., Albers, C. J., Anvari, F., Apps, M. A. J., Argamon, S. E., ... Zwaan, R. A. (2018). Justify your alpha. *Nature Human Behavior*, 2, 168-171. doi: <https://doi.org/10.1038/s41562-018-0311-x>.

*Preprint available at <https://psyarxiv.com/9s3y6>

- 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: <http://doi.org/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. doi: <http://doi.org/10.25035/pad.2015.002>
- *[Invited submission]
- Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, 6251. doi: <http://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: <http://doi.org/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: <http://doi.org/10.1177/1745691612462588>

Manuscripts Under Review

- Keener, S. K., Kepes, S., MacDaniel, X., McDaniel, M. A., Field, J. G., Bosco, F. A. (*under third round review*). [Manuscript title hidden to preserve anonymous peer review process]. *Psychological Bulletin*.
- Field, J. G., Kepes, S., Bosco F. A. (*under second round review*). [Manuscript title hidden to preserve anonymous peer review process]. *Journal of Business and Psychology*.
- Bosco, F. A., Field, J. G., Larsen, K. R., Chang, Y., Uggerslev, K. L., (*preparing first revision*) [Manuscript title hidden to preserve anonymous peer review process]. *Advancement in Methods and Practices in Psychological Science*.
- Bosco, F. A., Field, J. G., Rubenstein, A. L., Kepes, S., Oswald, F. L., Uggerslev, K. L., Sheng, Zitong (*under review*). [Manuscript title hidden to preserve anonymous peer review process]. *Journal of Management*.
- Field, J. G., Bosco, F. A., Kraichy, D., Uggerslev, K. L., Geiger, M. K. (*under review*). [Manuscript title hidden to preserve anonymous peer review process]. *Journal of International Business Studies*.

Book Chapters

- Open Science Collaboration (2017). 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.

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 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/past metaBUS Funding

Bosco, F. A., Uggerslev, K. L., Steel, P., & Oswald, F. L. (co-PIs) (2017). Communicating One Million HRM Research Findings. Society for Human Resource Management (SHRM) Foundation grant, \$75,000.

Social Sciences and Humanities Research Council Community and College Social Innovation Fund Grant, Using and expanding metaBUS tools for locating and synthesizing research findings. (\$167,000). 03/2016-03/2020. K Uggerslev as Applicant, P. Steel and G. Gregson as CoInvestigators, F. Bosco, F. Fabian, and R. Wiggins as Collaborators. Includes committed matching funds from CCAL (see next entry).

Steel, P., Uggerslev, K., & Bosco, F. Facilitating evidence-based practice. Canadian Centre for Advanced Leadership in Business. (\$145,000). Social Sciences and Humanities Research Council Insight Grant, Fostering the Public understanding of science: Informing evidence-based practice and evidence-based education through the metaBUS project. (\$239,680). 03/2016-03/2019. K Uggerslev as Applicant, P. Steel as Co-investigator, F. Bosco, J. Krahn, S. George, R. Bilodeau, & D. Lee as Collaborators.

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)

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.

Sample of 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*

Field, J. G., O' Boyle, E. H., Bosco, F. A., Uggerslev, K. L. An examination of the funding-finding relation in the field of management. Target: *Journal of Business and Psychology*

O' Boyle, E. H., Berry, C. M., Wang, M., Field, J. G., Bosco, F. A. How WEIRD are our samples? Target: *Journal of Management*.

Open Science Framework. Systematizing Confidence in Open Research and Evidence/ Target: *Science*.

Munson, J. M., Payton, S. R., Field, J. G. 2D or not 2D: When is the third dimension important? Target: *Science*.

Field, J. G., Bennett, A. A., Wingate, J. A large-scale analysis of the relative importance of state stress. Target: *Journal of Occupational Health Psychology*

Bennett, A. A., Field, J. G., Bosco, F. A.. Bringing meta-analytic evidence into the classroom: Teaching with metaBUS. Target: *Management Teaching Review*.

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., 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

- Field, J. G., Bosco, F. A., Kepes, S. (2019, October). A spoonful of medicine for meta-analysis: Introducing Meta-Sen. Professional development institute to be presented at the annual meeting of the Southern Management Association, Norfolk, VA.
- Bosco, F. A., Oswald, F. L., Field, J. G., & Uggerslev, K. L. (2019, May). Visualizing one million applied psychology findings. Paper presented at the meeting of the European Association of Work and Organizational Psychology, Turin, Italy.
- Field, J. G., Geiger, M., Bosco, F. A., Kraichy, D. G., & Uggerslev, K. L. (2019, April). Global effect size benchmarks: Assessing culture, region, and country differences. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Field, J. G., Bosco, F. A., Uggerslev, K. L. (November, 2018). Using metaBUS to summarize and visualize one million organizational research findings. Professional development institute presented at the annual meeting of the Southern Management Association, Lexington, KY.
- Field, J. G., Bosco, F. A., Kepes, S., (November, 2018). A comprehensive sensitivity analysis tool for meta-analyses. Professional development institute presented at the annual meeting of the Southern Management Association, Lexington, KY.
- Field, J. G., Bosco, F. A., Kepes, S., McDaniel, M. A., List, S. K. (August, 2018). Introducing a comprehensive sensitivity analysis tool for meta-analytic reviews. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Bennett, A. A., Field, J. G., Bosco, F. A. (August, 2018). Bringing meta-analytic evidence into the classroom: Teaching with metaBUS. Paper presented at the annual meeting of the Academy of Management, Chicago, IL. *Sponsored by the Teaching and Learning conference
- Field, J. G., Geiger, M., Langlinais, L. A., List, S. K., & Bosco, F. A. (April, 2018). A large-scale relative importance analysis to assess the performance of job performance theories. In C. Williams (Chair), *Bias or Difference: The Impact of Gender Across Domains*. Presenter symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- List, S. K., Field, J. G., McDaniel, M. A. (April, 2018). Contingent reward leadership's effect on organizational citizenship behaviors. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Field, J. G., Kepes, S., Bosco, F. A., & McDaniel, M. A. (2017, October). A comprehensive sensitivity analysis guide for meta-analyses. Professional development institute presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

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

Teaching Experience (SEI reports are available upon request; Interests include OB, HR, core management, RM, and statistics)

West Virginia University: Business Research Methods (MANG 434)

Virginia Commonwealth University: Organizational Behavior (MGMT 319)

Marshall University: Business and Society (MGT 419) and a variety of other business-related courses

Professional Memberships and Service

Manuscript Reviewer for a variety of journals and conferences

Southern Management Association (2016 – 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 – 2017)

Student Government Association President (Glenville State College: 2006-2008)

Student Government Association Vice-President (Glenville State College: 2005-2006)

References

Frank Bosco, Ph. D.

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Virginia Commonwealth University

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Fredrick L. Oswald, Ph. D.

Professor

Rice University.

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Ernest O' Boyle, Ph. D.

Associate Professor of Management

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