

# JOSE A. ESPINOZA

Curriculum Vitae

August 2025

Department of Psychology  
Western University  
London, Ontario, Canada  
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ORCID: 0000-0002-6352-6830

## EDUCATION

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Ph.D. 2022  
Industrial/Organizational Psychology  
Western University  
Dissertation: *The need for purpose: The desire for meaningful direction as a fundamental human motivation*

M.Sc. 2016  
Industrial/Organizational Psychology  
Western University  
Thesis: *Goal alignment: Construct development and measurement of a moderator of commitment*

Honors B.A, Specialization in Psychology 2014  
& Major in English Language and Literature  
Western University  
Honours Thesis: *Assessing the relation between commitment and eudaimonic well-being using multidimensional and unidimensional measures*

## ACADEMIC POSITIONS

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Assistant Professor 2025–Present  
Department of Psychology  
Western University

Assistant Professor 2022–2025  
Department of Business and Administration  
University of Winnipeg

Postdoctoral Scholar 2021–2022  
Department of Psychology  
University of Calgary

## AREAS OF INTEREST

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### Teaching

Work attitudes and motivation  
Leadership and fairness  
Recruitment and selection  
Employee health and well-being

### Research

Purpose and employee motivation  
Eudaimonia and employee well-being  
Personality profiles in applied settings  
Person-centered approaches

## HONORS AND AWARDS

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Internal Travel Grant University of Winnipeg Amount: \$1,200, \$1,250	2023, 2024
Doctoral Fellowship Social Sciences and Humanities Research Council (SSHRC) Amount: \$40,000	2018–2020
Graduate Student Teaching Award Western University Society of Graduate Students Amount: \$500	2018–2019
Canada Graduate Scholarship – Master’s Social Sciences and Humanities Research Council (SSHRC) Amount: \$17,500	2015–2016
Graduate Research Scholarship Western University Amount: \$81,856	2014–2020
Douglas N. Jackson Memorial Award Western University Amount: \$500 Awarded for research potential upon program entry.	2014–2015

## REFEREED PUBLICATIONS

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- O’Neill, T. A., Aldana\*, A. J., **Espinoza\*, J. A.**, Sperry\*, M. P., Brykman, K. M., & Donia, M. B. (2024). Conflict management styles assessment and feedback for student self-awareness and team development. *Assessment & Evaluation in Higher Education*, 1-14. <https://doi.org/10.1080/02602938.2024.2350682>
- Tian, A. W., Meyer, J. P., Ilic-Balas, T., **Espinoza, J. A.**, Pepper, S. (2023). In search of the pseudo-transformational leader: A person-centered approach. *Journal of Business Research*, 158, 113675. <https://doi.org/10.1016/j.jbusres.2023.113675>

- Espinoza, J. A., O'Neill, T. A., Donia, M. B. L. (2023).** Big Five factor and facet personality determinants of conflict management styles. *Personality and Individual Differences*, 203, 112029. <https://doi.org/10.1016/j.paid.2022.112029>
- Meyer, J. P., **Espinoza, J. A.**, Vaters, C., Anderson, B. K., & Beletski, L. V. (2022). Motivational mindsets versus reasons for action: Implications for the dimensionality debate in self-determination theory. *Motivation and Emotion*, 46, 486-507. <https://doi.org/10.1007/s11031-022-09958-x>
- Pinho, A. P. M., Meyer, J. P., **Espinoza, J. A.**, Oliveira, E. R. S. (2022). HRM practices and organizational commitment profiles in Brazil. *Current Psychology*, 20220601. <https://doi.org/10.1007/s12144-022-03192-x>
- Espinoza\*, J. A.**, Daljeet\*, K. N., & Meyer, J. P. (2020). Establishing the structure and replicability of personality profiles using the HEXACO-PI-R. *Nature Human Behavior*, 4(7), 713-724. <https://doi.org/10.1038/s41562-020-0853-6>
- Seijts, G. H., **Espinoza, J. A.**, & Carswell J. (2020). Utility analysis of character assessment in employee placement. *Leadership & Organization Development Journal*, 41(5), 713-724. <https://doi.org/10.1108/LODJ-07-2019-0314>
- Anderson, B. K., Meyer, J. P., Vaters, C., & **Espinoza, J. A.** (2019). Measuring personal growth and development in context: Evidence of validity in educational and work settings. *Journal of Happiness Studies*, 21, 2141-2167. <https://doi.org/10.1007/s10902-019-00176-w>
- Parfyonova, N. M., Meyer, J. P., **Espinoza, J. A.**, Anderson, B. K., Cameron, K. A., Daljeet, K. N., & Vaters, C. (2019). Managerial support for employees' psychological needs: A multidimensional approach. *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement*, 51(2), 122-134. <https://doi.org/10.1037/cbs0000126>
- Espinoza, J. A.**, Meyer, J. P., Anderson, B. K., Vaters, C., & Politis, C. (2018). Evidence for a bifactor structure of the Scales of Psychological Well-being using exploratory structural equation modeling. *Journal of Well-being Assessment*, 2, 21-40. <https://doi.org/10.1007/s41543-018-0008-y>

\*Authors made equal contributions.

## **FORTHCOMING RESEARCH CONTRIBUTIONS**

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**Espinoza, J. A.**, Allen, N. J., Su, Y.S., & Thompson, R. (accepted). The robustness of team performance meta-analytic estimates: Areas for ‘Confidence’, ‘Caution’, and ‘Concern’. *Team Performance Management: An International Journal*.

**Espinoza, J. A.** & Meyer, J. P. (revise and resubmit 1) Modeling the self-determination theory continuum: Advantages of an augmented bifactor model. *Motivation and Emotion*.

Meyer, J. P., Beletski, L. V., & **Espinoza J. A.** (revise and resubmit 1). Toward the development of a mindset-based measure of the self-determination theory motivation types. *Motivation and Emotion*.

Daljeet\*, K. N., **Espinoza\***, **J. A.**, & Meyer, J. P. (submitted). Identifying personality profiles using the 60-item HEXACO-PI-R: A procedure for applying the normative profile solution. *Journal of Research in Personality*.

**Espinoza, J. A.**, & Meyer, J. P. (in preparation). The need for purpose: Evaluating the desire for meaningful direction and progress as a fundamental motivation. *Psychological Review*.

\*Authors made equal contributions.

## **PEER-REVIEWED CONFERENCE PRESENTATIONS**

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Frank, B., **Espinoza, J. A.**, McLarnon, M., & O'Neill, T. A. (2024). *Longitudinal changes in teaming dimensions from self- and peer-feedback in early year design courses* [Paper Presentation]. Conference Proceedings of the 2024 Canadian Engineering Education Association-Association canadienne de l'éducation en genie, Edmonton, AB.

**Espinoza, J. A.**, & Meyer, J. P. (2024). *Comparing bifactor models of the self-determination continuum: Advantages of an augmentation approach* [Poster] Canadian Psychological Association, Ottawa, ON.

Lee, J., Daljeet, K. D., & **Espinoza, J. A.** (2024). *Examining the association between HEXACO personality profiles, altruism and proactivity: An exploratory study* [Poster]. Canadian Psychological Association, Ottawa, ON.

**Espinoza, J. A.**, & Meyer, J. P. (2023). *Initial tests of a ‘new’ candidate need: The contribution of purpose to well-being, work attitudes, and motivation beyond the three basic psychological needs* [Paper]. 8<sup>th</sup> International Self-Determination Theory Conference, Orlando, FL.

Meyer, J. P., Beletski, L. V., & **Espinoza, J. A.** (2023). *Mindset- versus reason-based measurement of the self-determination theory motivation types* [Paper]. 8<sup>th</sup> International Self-Determination Theory Conference, Orlando, FL.

- Beletski, L. V., Meyer, J. P., & **Espinoza J. A.** (2023). *Motivational mindsets versus reasons for action: Implications for the measurement of motivation in self-determination theory* [Paper]. In Brown, J. (Moderator), *CSIOP Student Symposium: Psychometrics and Psychological Interventions*. Section Invited Symposium at the Canadian Psychological Association, Toronto, Canada.
- Espinoza, J. A.**, Bremner, N., Butina, B. L., Morrison, M., Thoresen, M., & Vodiano, M. (2020). *Translating I-O psychology knowledge for the public in new media* [Panel Discussion]. Chairs: Espinoza J. A., & Bremner, N. Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled).
- Espinoza, J. A.**, Daljeet, K. N., & Meyer, J. P. (2020). Examining the robustness of the HEXACO profiles across measures [Paper]. In Meyer, J. P. (Chair), *Profiling personality: Exploring the generalizability, meaning, and implications of the HEXACO trait profiles*. Symposium at the 10<sup>th</sup> Annual SELF Conference, Quebec City, QB. (Conference cancelled).
- Daljeet, K. N., **Espinoza, J. A.**, & Meyer, J. P. (2020). Examining the relationship between HEXACO profiles and human values [Paper]. In Meyer, J. P. (Chair), *Profiling personality: Exploring the generalizability, meaning, and implications of the HEXACO trait profiles*. Symposium at the 10<sup>th</sup> Annual SELF Conference, Quebec City, QB. (Conference cancelled).
- Dunlop, P. D., Meyer, J. P., **Espinoza, J. A.**, Daljeet, K. N., Parker, S. K., & Straker, L. M. (2020). Understanding the nature of the HEXACO profiles in an Australian cohort study, aged from 25-29 [Paper]. In Meyer, J. P. (Chair), *Profiling personality: Exploring the generalizability, meaning, and implications of the HEXACO trait profiles*. Symposium at the 10<sup>th</sup> Annual SELF Conference, Quebec City, QB. (Conference cancelled).
- Daljeet, K. N., **Espinoza, J. A.**, & Meyer, J. P. (2019). Profiles of personality: Evidence for a stable profile structure of the HEXACO trait dimensions [Paper]. In M. Gagné (Chair), *The demonstrated utility of person-centered analyses in work psychology*. Symposium conducted at the congress for the European Association of Work and Organizational Psychology, Turin, Italy.
- Espinoza, J. A.**, Daljeet, K. N., & Meyer, J. P. (2019). *Testing the factor structure and gender invariance of the HEXACO-100 using exploratory structural equation modeling* [Poster]. Canadian Psychological Association, Halifax, NS.
- Meyer, J. P., Vaters, C., **Espinoza, J. A.**, & Anderson, B. K. (2019). Self-determination theory: A test of some basic assumptions [Paper]. In *Quality of work motivation matters more than quantity: A meta-analysis, a new measure, and the weakness of monetary incentives*. Symposium conducted at Self-Determination Theory Conference, Amsterdam, Netherlands.
- Espinoza, J. A.**, & Meyer, J. P. (2017). *Goal alignment: Development and*

*measurement of a moderator of commitment* [Poster]. Society for Industrial and Organizational Psychology, Orlando, FL.

**Espinoza, J. A.**, Politis, C., Vaters, C., Anderson, B. K., Zhang, I., Leonard, C., & Meyer, J. P. (2017). *New evidence for the multidimensionality of Ryff's Scales of Psychological Well-Being using exploratory structural equation modeling* [Poster]. Association for Psychological Science, Boston, MA.

Cameron, K. A., Anderson, B. K., Daljeet, K. N., **Espinoza, J. A.**, Vaters, C., & Meyer, J. P. (2017). *Need-supportive management, need satisfaction, and performance: Test of a mediation* [Poster]. Canadian Psychological Association, Toronto, ON.

Leonard, C., Politis, C., Zhang, I., Vaters, C., **Espinoza, J. A.**, Anderson, B. K., & Meyer, J. P. (2017). *Understanding personal growth and development: The rich get Richer* [Poster]. Canadian Psychological Association, Toronto, ON.

Vaters, C., Anderson, B. K., **Espinoza, J. A.**, Politis, C., & Meyer, J. P. (2017). *Self-determination theory: A test of some basic assumptions* [Poster]. Canadian Psychological Association, Toronto, ON.

**Espinoza, J. A.** (2014). *Assessing the relation between commitment and eudaimonic well-being using multidimensional and unidimensional measures* [Poster]. Canadian Psychological Association, Ottawa, ON.

Vaters, C., **Espinoza, J. A.**, Anderson, B. K., Eastwood, C., Bremner, N., Choi, J., & Meyer, J. P. (2014). *The personal growth and development scale: Evidence of reliability and validity* [Poster]. Canadian Psychological Association, Ottawa, ON.

## OTHER CONTRIBUTIONS

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### Book Chapters

Meyer, J. P., & **Espinoza, J. A.** (2016). Occupational commitment. In J. P. Meyer (Ed.), *Handbook of Employee Commitment* (pp. 135-149). Northampton, MA: Edward Elgar Publishing.

## STUDENT SUPERVISION

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### Honours Theses

Rebecca Thompson

2019–2020

Research Methods Advisor (with Dr. Natalie Allen)

Thesis: *A power analysis and publication bias assessment of a team conflict and performance meta-analysis*

Sarena Daljeet 2018–2019  
Co-Supervisor (with Dr. John Meyer)  
Thesis: *Not all resources are equal: Applying the Job Demands and Resources Model to university students*

Yudong (Selina) Su 2018–2019  
Research Methods Advisor (with Dr. Natalie Allen)  
Thesis: *Assessment of publication bias in the team literature: Examining the existence of publication bias in a meta-analysis regarding transactive memory systems (TMS) and team performance*

Michaela Zehr 2017–2018  
Co-Supervisor (with Dr. John Meyer)  
Thesis: *The motivational mechanism behind engagement: The role of motivation in the relationship between satisfaction of the need for autonomy and engagement*

## TEACHING EXPERIENCE

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Fundamentals of Organizational Behaviour 2022–2025  
Instructor of Record  
University of Winnipeg

Fundamentals of Human Resource Management 2022–2025  
Instructor of Record  
University of Winnipeg

Introduction to Business I 2024  
Instructor of Record  
University of Winnipeg

Introduction to Test and Measurement Summer 2021 (Online)  
Instructor of Record Fall 2021 (In-person)  
Western University

Training and Development 2021  
Essay and Project Marker  
Western University

Introduction to Industrial/Organizational Psychology 2015–2020  
Teaching Assistant  
Western University

The Psychology of People, Work, and Organizations 2014–2015  
Teaching Assistant  
Western University

## **PROFESSIONAL EXPERIENCE**

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Research Associate SIGMA Assessment Systems Inc.	2018–2020
Research Assistant Western University	2013–2020
Item Development Reviewer Research Psychologists Press	2016

## **SERVICE AND OTHER RELEVANT EXPERIENCE**

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### **University-level Service Roles**

Student Research Committee, Member University of Winnipeg Duties: Review and adjudication of undergraduate and graduate research awards administered by the university (e.g., NSERC Undergraduate Research Award, Indigenous Student Research Support Grant).	2023–2025
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### **Department-level Service Roles**

Department Seminar Series, Co-coordinator University of Winnipeg Duties: Development of seminar series in the Department of Business and Administration and coordination of invited talks by internal and external speakers.	2023–2025
Departmental Personnel Committee, Member University of Winnipeg Duties: Hiring for three positions (two tenure-track), evaluation of annual activity reports and applications for research study leave, for the Department of Business and Administration.	2023–2025
Ad-Hoc Annual Activity Report Committee, Member University of Winnipeg Duties: Development of revised annual activity report form and evaluation procedure for the Department of Business and Administration.	2023–2025
Departmental Review Committee, Member University of Winnipeg Duties: Review of student misconduct cases for adjudication and review of course structures and syllabi for adherence to departmental policy in the Department of Business and Administration.	2022–2023

### **Other Service Roles**



Invited Journal Reviewer

Applied Psychology: An International Review	2024
Canadian Journal of Behavioural Science	2022–2024
Current Psychology	2023–2024
Journal of Occupational and Organizational Psychology	2024
Motivation and Emotion	2024
Sport, Performance, and Exercise Psychology	2024
Canadian Journal of Administrative Sciences	2023
Personality and Individual Differences	2023
Journal of Business Ethics	2022
The Sport Psychologist	2022
Teaching and Teacher Education	2022
Human Relations	2020–2022
Journal of Well-Being Assessment	2019

Invited Conference Reviewer

Canadian Society for Industrial & Organizational Psychology, Canadian Psychological Association Conference	2024
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Community and Student Outreach

Retirement Lecture Series (University of Winnipeg)	2022–2024
JDC West Case Competition (University of Winnipeg), Mock Case Judge	2022–2024

Industrial/Organizational Psychology Area Website Committee, Co-chair Western University	2015–2019
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Western Undergraduate Psychology Journal, Graduate Student Reviewer Western University	2014–2018
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2016 Southwestern Ontario I/O & OB Student Conference Committee, Member Western University	2015–2016
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**MEDIA**

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Mind Your Work Podcast, Co-creator and co-host	2018–2023
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**PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS**

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Canadian Psychological Association (CPA)  
 Canadian Society for Industrial/Organizational Psychology (CSIOP)  
 Society for Industrial/Organizational Psychology (SIOP)