

Vias C. Nicolaides, Ph.D.

119 Songdomunhwa-ro, Guest House, APT # 816, Yeonsu-gu, Incheon, 21985
9711 Kings Crown CT, APT # 102, Fairfax, VA, 22031
viascn@gmail.com · (+1) 559-709-0102; (+82) 010-6682-2612

Education

Ph.D., Industrial/Organizational Psychology, 2016, George Mason University, Fairfax, VA

M.A., Industrial/Organizational Psychology, 2010, George Mason University, Fairfax, VA

B.A., Psychology, 2008 (Summa Cum Laude), California State University, Fresno, CA

Introduction

Dr. Vias C. Nicolaides has over 12 years of scientific research and applied work experience in the Human Resource Management and Human Capital Management domains. Vias possesses strong technical, analytical, and research skills which he has applied in the areas of selection and assessment, needs analyses, training and development, program evaluation, performance management, competency model development and validation, employee attendance and turnover, talent management, and leadership. In addition, he has proven experience utilizing statistical methods and data analysis to form workforce analytics and drive decision-making based on data and evidence-based practices. Among others, his clients have included Booz Allen Hamilton, American Bankers Association, Clyde Union Pumps, U.S. Department of Defense, Department of the Navy, U.S. Marine Corps, and the U.S. Army Research Institute for the Behavioral and Social Sciences.

Vias has published and presented his work in international and national conferences and published his research in leading scientific journals. He is currently serving as an Assistant Professor of Management at the School of Business at George Mason University, Korea. He has worked in a variety of countries and is fluent in English, Greek, and Spanish.

Work Experience

George Mason University, Incheon, Korea

December, 2016-Present

*Assistant Professor of Management
School of Business*

AE Strategies, LLC, McLean, VA

October, 2015 – December, 2016

Senior Consultant (for Booz Allen Hamilton, U.S. Department of Defense)

- Lead the application of data analytic techniques to evaluate HR practices and initiatives in the Department of Defense, the U.S. Navy, and the U.S. Marine Corps.

- Developed HR analytics for selection, training, and performance evaluation.
- Coordinated the concerted effort of functional leaders.
- Responsible for providing leadership and vision to client and project teams around the project methodology.
- Collected and analyzed personnel data from the U.S. Navy and U.S. Marine Corps.
- Helped define project objectives and strategic direction, contributed to the technical report write-up and presentation of findings.
- Performed gaps and barriers analysis.

George Mason University, Fairfax, VA

August, 2010 – December, 2016

Part-time Instructor

- Taught a variety of undergraduate Business and Psychology classes on a part-time basis: Human Resource Management, Employee Training and Development, Groups & Teams in Organizations, Test and Measurement, Principles of Management, Social and Personality Psychology, Introduction to Psychology, Statistics for the Behavioral and Social Sciences, Seminar in Influence and Persuasion.

Fors Marsh Group, Arlington, VA

February 2011 – February 2012

Research Scientist

- Developed employee onboarding and exit surveys for program evaluation.
- Reviewed and summarized research on employee onboarding and exit interviews.
- Collected program evaluation data at client sites.
- Wrote employee onboarding and exit interview recommendations report.
- Compiled and developed metrics for the newcomer socialization process.
- Assisted in the development and design of an online training evaluation program.
- Assisted in the development of a career mapping program and its evaluation.

Aptima; Army Research Institute; George Mason University, VA & Washington, D.C.

August, 2008 - August, 2013

Research Analyst

- Evaluated recruitment, selection, training, and performance evaluation practices.
- Assisted in the development of a comprehensive leader emotion management model for the U.S. Army.
- Conducted job, person, and task analyses.
- Assisted in the design, development of curriculum, and delivery of a personnel training program.
- Contributed to the development and analysis of two validation studies.
- Contributed in the development of behaviorally anchored rating scales (BARS).
- Performed advanced statistical analyses.
- Presented findings and recommendations to clients.
- Contributed to technical writing.

Independent Consultation Projects, May, 2010 – Present

Incheon Business Information Technopark, Republic of Korea (*November 2018 – Present*)

- Consulted on developing international business strategy and delivering business and HRM solutions for five South Korean companies (Mediai; Soobak, Swan Electronics, Woorikids; TPL Technology).

Excella, Arlington, VA (*June, 2018 – November, 2018*)

- Developed competency models for senior leadership positions used in selection, training, and performance evaluation.

National Human Resources Development Institute, Republic of Korea (*March, 2017; April, 2017; February, 2018*)

- Consulted and gave lectures to Korean officials on Global HRM and Leadership.

University of Cyprus, Nicosia, Cyprus (*December, 2015 – February, 2016*)

- Consulted on employee attendance issues.
- Collected and analyzed daily employee data for selection and training purposes.

ETS, Princeton, NJ (*May, 2015 – July, 2015*)

- Developed interview assessment protocol.
- Developed and administered behavioral anchor rating scales (BARS).
- Conducted applicant interviews.

PDRI, Arlington, VA (*October, 2014 – April 2015*)

- Assisted in the formulation of compensation and benefits policies and procedures.
- Served as an external consultant on an assessment and selection project.
- Contributed to the development of cognitive and non-cognitive assessments.

U.S. Department of Homeland Security, Washington, D.C. (*May, 2014 – June, 2014*).

- Conducted needs analysis for Cyber Security Incident Response analysts.
- Developed cognitive task analysis interview protocol used to interview 50 cybersecurity analysts.
- Developed set of recommended performance metrics for managers to use in employee selection, training, and evaluation.
- Assisted in improving the effectiveness of Cyber Security Incident Response Teams.

Clyde Union Pumps, Glasgow, Scotland & Dubai, UAE (*May, 2013/14 – August, 2013/14*)

- Conducted job and needs analyses for lower and upper management positions.
- Developed a competency model for sales employees and managers.
- Developed and implemented training curriculum for conducting interviews.
- Delivered evidence-based recommendations concerning selection decisions.
- Developed, incorporated, and validated psychometric measures in the selection process.

American Bankers Association, Washington, D.C. (August, 2010 – December, 2010)

- Conducted organizational, person, and task analyses.
- Designed and delivered training for customer service representatives I & II.
- Wrote and delivered training report to upper management.
- Conducted data analyses.
- Proposed a formative and summative evaluation strategy program.

Cyprus Electricity Authority, Limassol & Nicosia, Cyprus (May, 2010 – August, 2010; January, 2010)

- Consulted on absenteeism and general attendance issues.
- Developed and implemented an employee attendance intervention program.
- Conducted summative and formative evaluation of attendance intervention program.
- Presented findings and recommendations to upper management.
- Administered, analyzed, and presented employee climate survey information.

Selected Professional Presentations & Publications

Cheung, H., Goldberg, C. B., Konrad, A. M., Lindsey, A., **Nicolaidis, V. C.**, & Yang, Y. (2020). A meta-analytic review of gender composition influencing employees' work outcomes: implications for human resource development. *Human Resource Development International*, 1-28.

Kaplan, S., **Nicolaidis, V. C.**, Ruark, G. A., Cortina, J. M., & Gilrane, V. L. (2017). Shoulder to Lean on or Cheerleader? Leader Emotion Management Strategies. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Nicolaidis, V. C., Gilmore, P. L., Adis C. (2016). When and How Consistently Employees Arrive to Work. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.

Mascitelli, A. N., Rojahn, J., **Nicolaidis, V. C.**, Moore, L., Hastings, R. P., & Christian-Jones, C. (2015). The Behaviour Problems Inventory-Short Form: Reliability and Factorial Validity in Adults with Intellectual Disabilities. *Journal of Applied Research in Intellectual Disabilities*, 28(6), 561-571.

Nicolaidis, V. C., LaPort, K., Chen, T. R., Weis E., Tomassetti, A. J., Zaccaro, S. J., & Cortina, J. M. (2014). The shared leadership of teams: A meta-analysis of proximal, distal, and moderating relationships. *The Leadership Quarterly*, 25(5), 923-942.

Kaplan, S., Cortina, J., Ruark, G., LaPort, K., & **Nicolaidis, V. C.** (2014). The role of organizational leaders in employee emotion management: A theoretical model. *The Leadership Quarterly*, 25(3), 563-580.

Nicolaidis, V. C. (2012). Emotions. *Encyclopedia of New Venture Management*.

PROFESSIONAL AND SERVICE AFFILIATIONS

Academy of Management (AoM)
American Hellenic Educational Progressive Association (AHEPA)
American Psychological Association (APA)
American Psychological Science (APS)
Cyprus Scout Association
Industrial Organizational Psychology Student Association
Personnel Testing Council of Metropolitan Washington, D.C.
Society for Human Resource Management (SHRM)
Society for Industrial/Organizational Psychology (SIOP)
Reviewer for Organizational Research Methods, Military Psychology, Human Relations, and Leadership Quarterly

STATISTICAL ANALYSIS EXPERIENCE

Experience performing ANOVA, MANOVA, t-test, Linear Regression, Logistic Regression, Bayesian Logistic Regression, Path Analysis, Polynomial Regression, Random Coefficient Modelling (Multilevel models), Exploratory and Confirmatory Factor Analyses, Testing and Item Response Theory, Structural Equation Modelling, Survival Analysis, Longitudinal Modelling, Latent Growth Modelling, Conditional Inference Tree Models, Random Decision Forests Analysis.

RELEVANT COMPUTER SKILLS AND STATISTICAL ANALYSES

SPSS, R, Mplus, SmartPLS, IRT Pro, Microsoft Office Suite

LANGUAGE SKILLS

English, Greek, Spanish