

Patrick J. Rolwes

The University of Texas at Arlington, Department of Psychology,

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EDUCATION

- Ph.D. **IO Psychology**, University of Texas at Arlington (Expected May 2027)
Ph.D. Advisor: Michelle Martín-Raugh, Ph.D.
Dissertation: *Building and validating a forced-choice situational judgment test of agreeableness and conscientiousness*
- M.S. **IO Psychology**, St. Mary's University (August 2019 – May 2021)
Honors: Distinguished Graduate
- B.A. **Experimental Psychology**, Franciscan University of Steubenville (2016 - May 2019)

RESEARCH INTERESTS

- Research methods in industrial-organizational psychology
- Emerging technologies in assessment design and scoring
- Situational judgement tests
- Job analysis and competency modelling
- Individual differences in assessment

PUBLICATIONS

Manuscripts Under Review

- Rolwes, P.J.**, Courey, K.A., Oswald, F.L., & Martín-Raugh, M. P. (Revise and resubmit). Advancing adverse impact analysis: Permutation testing and bayesian methods for small sample challenges. *Organizational Research Methods*.
- Rolwes, P. J.**, Martín-Raugh, M. P., Himelfarb, I., & Solecki, N. R. (Revise and resubmit). Gender differences in the perception of risk and the relationship between risk and task frequency. *International Journal of Occupational Safety and Ergonomics*.
- Rolwes, P. J.**, Martín-Raugh, M. P., Gallegos, E. A., & Smith, K. M. (Under review). Temporal trends in interview validity: A meta-analytic examination of publication year as a moderator in the interview-job performance relationship. *Personnel Psychology*.
- Rolwes, P. J.**, Voss, N. M., Brooks, R. R., Martín-Raugh, M. P., & Kell, H. J. (Under review). Comparing large language models and human raters for scoring open-ended situational judgment tests. *Journal of Business and Psychology*.

Rolwes, P. J. & Martín-Raugh, M. P. (Under review). A comparative analysis of AI-generated and subject matter expert-developed situational judgment tests: Implications for reliability, validity, and fairness. *Industrial and Organizational Psychology*.

Watts, L. L., Martín-Raugh, M. P., **Rolwes, P. J.**, McLemore, P. B., Harwell, K. W., & Kochert, J. F. (Under review). Cognitive fixation mechanisms and creativity: An integrative review. *Creativity Research Journal*.

Peer Reviewed Publications

Rolwes, P., Martín-Raugh, M. P., Smith, K., & Gallegos, E. (2025). The paradox of research novelty: Balancing innovation with practical impact in industrial and organizational psychology. *Industrial and Organizational Psychology*, 18(2), 206-210. <https://doi.org/10.1017/iop.2025.9>

Gallegos, E., Smith, K. M., **Rolwes, P.**, & Martín-Raugh, M. P. (2025). Exploring the intersection of culturally responsive principles and moral framing in DEI training. *Industrial and Organizational Psychology*, 18(2), 257-260. <https://doi.org/10.1017/iop.2025.2>

Barron, L. G., **Rolwes, P. J.**, & Rose, M. R. (2022). Validation and refinement of the “Airman Comprehensive Assessment”: Evaluating competency proficiencies of enlisted members. *Military Psychology*, 36(1), 16-32. <https://doi.org/10.1080/08995605.2022.2050639>

Rolwes, P., Cox, C., & Pool, G. J. (2021). Who is called to work? the importance of calling when considering universal basic income. *Industrial and Organizational Psychology*, 14(4), 582-585. <https://doi.org/10.1017/iop.2021.119>

Manuscripts in Preparation

Courey, K.A., **Rolwes, P.**, Oswald, F.L., & Martín-Raugh, M. P. (In preparation). Practical solutions for adverse impact analysis: Leveraging permutation testing and bayesian methods in small sample scenarios.

McAbee, S. T., Martín-Raugh, M. P., Wall, L. J., & **Rolwes, P. J.** (In preparation). Assessing the universality of HEXACO: Exploring measurement invariance across language barriers.

Martín-Raugh, M. P., Sackett, P.R., Lievens, F., Xi, L., & **Rolwes, P. J.** (In preparation) The good, the bad, and the generative: A meta-analysis of LLMs in SJT development, scoring, and cheating.

Rolwes, P. J., Martín-Raugh, M. P., & Himelfarb, I. (In preparation). Exploratory graph analysis of job analysis networks: Insights from chiropractor data.

Gallegos, E. A., Smith, K. M., **Rolwes, P. J.**, & Martín-Raugh, M. P. (In preparation). AI-enhanced application materials: Selecting candidates or algorithms?

Seybert, J. M. & **Rolwes, P. J.** (In preparation). Examining the impact of context and country on forced-choice scores.

Gallegos, E. A., Martín-Raugh, M. P., Smith, K. M., Brooks, R. R., Kell, H. J., & **Rolwes, P. J.** (In preparation). Are single-response situational judgment tests less cognitively loaded than multiple-response SJTs?

Brooks, R. R., Martín-Raugh, M. P., Kell, H. J., & **Rolwes, P. J.** (In preparation). The influence of cognitive ability on situational judgment test scores: The effects of fluid vs crystallized intelligence.

Rolwes, P. J. & McLemore, P. B. (In preparation). Who's really doing the thinking? using think-aloud assessment to differentiate LLM-assisted and traditional candidate responses.

BOOK CHAPTERS

Smith, K. M., **Rolwes, P.**, Gallegos, E., & Martín-Raugh, M. P. (in press). Leading with cultural responsiveness: Incorporating CRA principles to achieve organizational goals in a changing landscape. In E. King, Q. Roberson, & M. Hebl (Eds.), *Call to action for policymakers: Defending and advancing diversity, equity, and inclusion (DEI)* Vol. X. Research on Social Issues in Management: Vol. X. (Xth ed., pp. xx–xx). Information Age Publishing, Incorporated.

TECHNICAL REPORTS

Rolwes, P., Nagle-Pinkham, D., Gonzalez, A., Cunningham, A., Kachelmeier, L., & Willis, D. (2021). Determining the quality of occupational analysis data. Technical report.

Barron, A., & **Rowles, P.** (2021). Evaluation of digital literacy as an Air Force foundational competency (Vol. 3, pp. 1-26). Technical report.

Barron, A., & **Rolwes, P.** (2020). Development of air force foundational competency assessments (Vol. 2). Technical report.

PRESENTATIONS

Rolwes, P. J., McCall, E., Martín-Raugh, M. P., Gallegos, E. A., & Smith, K. M. (2026, April 30 – May 2). The criterion validity of interviews across time: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Rolwes, P. J., Martín-Raugh, M. P., & Himelfarb, I. (2026, April 30 – May 2). Exploratory graph analysis of job analysis data: insights from chiropractor data [Poster]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Seybert, J., Colton, C., & **Rolwes, P. J.**, (2026, April 30 – May 2). Community of interest: AI gone wrong: Lessons from the trenches. [Special session]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

- Rolwes, P. J.** & Martin-Raugh, M. P. (2026, April 30 – May 2). A comparative analysis of AI-generated and human-developed situational judgment tests. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.
- Pool, G., Crentsil, J., Fazalbhaj, S., & **Rolwes, P. J.** (2026, March 29). What I/O psychologists really do: Career stories from a growing field [Symposium]. Southwestern Psychological Association Annual Conference, Frisco, TX, United States.
- Rolwes, P. J.** & Martin-Raugh, M. (2025, April). Small sample? no problem! using permutation testing for adverse impact analysis. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Cardenas, B., **Rolwes, P. J.**, & Jordan, B. J. (2025, April). How well do you know yourself? examining the impact of humility, gratitude and forgiveness on self and other 360 ratings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Smith, K.M.(Co-Chair), **Rolwes, P.** (Co-Chair), Crook, A.E., Labrador, J. R., Dalal, D., Labrador, J. R., Seybert, J., & Williams, B.C. (2025, April). Reinvigorating job analysis for the modern workforce: Impacts of AI and the other trends. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Kochert, J., Seybert, J., McLemore, P., **Rolwes, P.**, & Tran, E. (2025, April). Community of interest: Strategic & ethical use of AI in organizations. [Special session]. Community of interest session at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Gertner, R. G., Williams, B. C. (Chair), Williams, K. C., Jordan, B., Nesnidol, S., & **Rolwes, P.** (April, 2024). Unlocking organizational excellence: Exploring competencies in the modern workplace. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Nagle-Pinkham, D., **Rolwes, P.**, Burke, S. & Huang, J. L. (2023, April). An alternative outlier approach to detect insufficient effort responding. [Symposium]. (Presented by Gonzalez, A., III) SIOP 2023 Convention, Boston, MA, United States.
- Rolwes, P.**, Garcia, A., Sanchez, M., Barron, L. G. (2022, April 26–30). Digital literacy competencies as differentiators of career success. [Poster]. SIOP 2022 Convention, Seattle, WA, United States.
- Rolwes, P.** & Barron, L. G. (2021, June 24). Defining Air Force Digital Literacy. [Symposium]. Military Operations Research Society 2021 Convention, Virtual.
- Rolwes, P.** (2021, April 21–24). The effects of calling in the workplace: a meta-analytic review. [Poster]. SIOP 2021 Convention, Virtual.

REVIEW EXPERIENCE

Journal of Organizational Behavior

Society for Industrial and Organizational Psychology

GRANTS AND FELLOWSHIPS

Dean's Doctoral Fellowship (\$10,622/year), University of Texas at Arlington (2024-2029)

Rodney L. Lowman Fellowship (\$90,000), Leadership Worth Following LLC. (2023)

RELEVANT SKILLS

Advanced Data Analytics (R, SPSS, SQL)

Python

AI/LLM (Embeddings)

Coding Experience

TEACHING EXPERIENCE

Fall 2025 University of Texas at Arlington, Graduate Teaching Assistant
- PSYC 4431 Advanced Topics in Cognitive Science

Spring 2025 University of Texas at Arlington, Graduate Teaching Assistant
- PSYC 5407 Multivariate Data Analysis

Fall 2024 University of Texas at Arlington, Graduate Teaching Assistant
- PSYC 1315 Introduction to Psychology

PROFESSIONAL EXPERIENCE & SERVICE

2025 Talent Scientist, CodeSignal Inc.

- Authored comprehensive technical documentation that streamlined the implementation and effective use of assessment tools.
- Leveraged machine learning algorithms to map psychological constructs and identify optimal job fit profiles for personality assessments.
- Conducted rigorous criterion validity analyses to substantiate assessment reliability, driving data-informed decision-making in recruitment.

PROFESSIONAL MEMBERSHIPS

2024-Present	Society of People Analytics, Founding Member
2023-Present	Dallas Area People Analytics Group, Member
2023-Present	Dallas Area Industrial/Organizational Psychologists, Member
2019-Present	Society for Industrial and Organizational Psychology

REFERENCES

Michelle Martín-Raugh (Advisor), Assistant Professor of Industrial-Organizational Psychology, Department of Psychology, University of Texas, Arlington,
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