Jesse Michael Fagan

aftersox@gmail.com (303) 917-5653
625 Tulane Dr NE, Albuquerque, NM 87106

Visiting Assistant Professor of Organizational Studies
Anderson School of Management
University of New Mexico
jmfagan@unm.edu Office: Hokona 356

Focus: Machine Learning, Big Data Analytics, Organizational Behavior, Strategic Implementation, Social Network Analysis, Change Management, Research Methodology

EDUCATION

University of Kentucky, Lexington KY
      Ph.D. in *Business Administration*   December 2017
            Thesis: How Organizational Turbulence Shapes the Broker Vision Advantage
            Committee: Daniel J. Brass, Joe Labianca, Steve Borgatti, Ramakanth Kavuluru
Colorado State University, Fort Collins CO
      M.A. in *Sociology*   May 2011
            Thesis: Evolution of Community Structure in the Global System of Environmental Governance.
      B.A. Double Major *Mathematics* and *English*   May 2007

DISSERTATION

How Organizational Turbulence Shapes the Broker Vision Advantage

      I directly observe the information flows of 607 organizational members by fitting a topic model to the email content of 4 million messages exchanged over a 14-month period immediately following the merger of two large consumer product firms. I use a latent difference score model to analyze the coevolution of changes in network structure, information flows, and career outcomes. The results suggest that organizational turbulence has a dramatic effect on the benefits of different forms of organizational vision – those in a turbulent setting saw salary increases from adopting socially distant information, while those in a stable setting saw salary increases from exposure to diverse information. This study contributes to research on M&As, organizational change, and social network theory by expanding our understanding of the impact of organizational turbulence on the information mechanisms driving advantage in open communication networks.

PEER REVIEWED PUBLICATIONS
Google Scholar – Citations: 338

Mergers and acquisitions

 2017   Sung, W., Woehler, M., Fagan, J. M., Floyd, T., Grosser, T. J., Labianca, G. 2017. Employees' Responses to an Organizational Merger: Intraindividual Change in Organizational Identification, Attachment, and Turnover. ***The Journal of Applied Psychology***, 102(6): 910–934.

       2017 Best Published Paper Award Nomination

       by the *Academy of Management* OB Division

Organization network analysis

2018   Fagan, J., Eddens, K. S., Dolly, J., Vanderford, N., Weiss, H, & Levens, J. 2018. Assessing Research Collaboration through Co-authorship Network Analysis. **Journal of Research Administration.** *Accepted for Publication.*

2009   Cross, J., Dickman, E., Newman-Gonchar, R., & Fagan, J. 2009. Using Mixed-Method Design and Network Analysis to Measure Development of Interagency Collaboration. **American Journal of Evaluation**. 30:310-329.

> A $SAGE 2010 most downloaded article*
>
> *Of articles published in SAGE journals in 2009 and 2010

Most Downloaded Article of All Articles Published in 2009 in 2010 in the *American Journal of Evaluation.* Given for the article *Using Mixed-Method Design and Network Analysis to Measure Development of Interagency Collaboration*

Virtual worlds and ethnography

2013   Snodgrass, J. G., Dengah, H. J. F., 2nd, Lacy, M. G., & Fagan, J. 2013. A formal anthropological view of motivation models of problematic MMO play: achievement, social, and immersion factors in the context of culture. **Transcultural Psychiatry**, 50(2): 235–262.

2012   Snodgrass, J. G., H. J. François Dengah, I. I., Lacy, M. G., Fagan, J., Most, D., et al. 2012. Restorative Magical Adventure or Warcrack? Motivated MMO Play and the Pleasures and Perils of Online Experience. **Games and Culture**. https://doi.org/10.1177/1555412012440312.

2011   Snodgrass, J. G., Lacy, M. G., Francois Dengah, H. J., II, & Fagan, J. 2011/5. Enhancing one life rather than living two: Playing MMOs with offline friends. **Computers in Human Behavior**, 27(3): 1211–1222.

        Snodgrass, J. G., Lacy, M. G., Francois Dengah, H. J., 2nd, Fagan, J., & Most, D. E. 2011. Magical flight and monstrous stress: technologies of absorption and mental wellness in Azeroth. **Culture, Medicine and Psychiatry**, 35(1): 26–62.

Scale development and health care

2017   Eddens, K. S., Fagan, J. M., & Collins, T. 2017. An Interactive, Mobile-Based Tool for Personal Social Network Data Collection and Visualization Among a Geographically Isolated and Socioeconomically Disadvantaged Population: Early-Stage Feasibility Study With Qualitative User Feedback. **JMIR Research Protocols**, 6(6): e124.

2015   Broderick, K. B., Richmond, M., Fagan, J., & Long, A. W. 2015. Pilot Validation of a Brief Screen Tool for Substance Use Detection in Emergency Care. **Journal of Emergency Medicine**. 49(3): 369-374.

2012   Kaplan, B., Cohen, M., Kranker, L., Richmond, M., Fagan, J., Lowenstein, S., & Broderick, K. 2012. 91 EMF Brief Screen for Patient Prescription Drug Misuse in an Emergency Department and Urgent Care Center. **Annals of Emergency Medicine**, 60(4): S34

WORKS IN PROGRESS

with Kate Eddens. Evaluating the Interactive Node-Link Diagram: a comparison of alter-tie collection methods. 1st Revise and Resubmit at *Social Networks*.

with Richard Lu, Amir Goldberg, Sameer Srivastava, and Joe Labianca. Lingusitic Signatures of Job Security in Communications. Target: *MIS Quarterly*.

with Andrew Shipilov, Joe Labianca, and Dan Brass. How Brokers Think During Turbulent Times: Information Novelty as the Mediating Mechanism between Structural Holes and Employee Performance. Target: *Administrative Science Quarterly*

with Wookje Sung, Jae Young Oh, Joe Labianca, Scott Ellis. Determinants of cross-functional performance: A social network analysis using archival email data. Target: *Academy of Management Journal*

with Joe Labianca and Carlo Labianca. Negative Ties and Distance: Choosing a Beta Attenuation Value for the Political Independence Index. Target: *Network Science.*

with Joe Labianca and Carlo Labianca. Triadic closure and individual power in signed graphs. Target: *Social Networks.*

CONFERENCE PRESENTATIONS

2017 Andrew Shipilov, Jesse Fagan, and Giuseppe Labianca. "How Brokers Think" *Annual Meeting of the Academy of Management.* Advanced Networks PDW. Atlanta, GA, USA. August 5th, 2017.

   Jesse Fagan. "How Organizational Turbulence Shapes the Broker Vision Advantage." *1st North American Social Networks Conference*. July 2017. Washington, DC, USA.

   Jesse Fagan, Filip Agneessens, Giuseppe Labianca, Daniel Halgin, Theresa Floyd, Alexandra Gerbasi, and Carlo Labianca. "A Triadic View of Political Power in Signed Graphs." *1st North American Social Networks Conference*. July 2017. Washington, DC, USA.

   Kate Eddens and Jesse Fagan. "Cancer communication networks of rural Appalachian women." *1st North American Social Networks Conference*. July 2017. Washington, DC, USA.

   Jesse Fagan. "Linguistic Signatures of Cross-Boundary Research: Research collaboration across informal and formal boundaries." *Sunbelt XXXVII: International Network for Social Network Analysis Conference.* June 2017. Beijing, China.

   Jesse Fagan. "The Contingent Benefits of Information Novelty and Diversity During an Organizational Merger." *Mid-South Management Research Consortium.* February 2017. Oxford, MS, USA.

2016 Jesse Fagan. "Communication framing behavior, threat perceptions, and career outcomes during an organizational merger" *Organizational Communication Mini-Conference 2016*. October, 2016. Evanston, IL, USA.

Jesse Fagan. "Networks and Information Diversity during a Merger" *Sunbelt XXXVI: International Network for Social Network Analysis Conference.* April, 2016. Newport Beach, CA, USA.

Kate Eddens and Jesse Fagan. "Comparing Different Alter-Alter Ties Data Collection Methods" *Sunbelt XXXVI: International Network for Social Network Analysis Conference. April, 2016.* Newport Beach, CA, USA.

Jesse Fagan, Joe Labianca, and Carlo Labianca. "Choosing a Beta Attenuation Value for the Political Independence Index." *Sunbelt XXXVI: International Network for Social Network Analysis Conference.* April, 2016. Newport Beach, CA, USA.

2015   Jesse Fagan, Wookje Sung, Meredith Woehler, Travis Grosser, Theresa Floyd and Joe Labianca. "Individual Responses to Organizational Mergers: Pathways to organizational identification and attachment." *Annual Meeting of the Academy of Management*. Vancouver, BC, Canada. August 10th, 2015.

Jesse Fagan, Kate Eddens, Tom Collins. 2015. "Feasibility of Network Data Collection and Visualization Approaches for Health Communication Interventions in a Geographically Isolated and Socioeconomically Disadvantaged Population." *Sunbelt XXXV: International Sunbelt Social Network Conference.* Brighton, UK. June 26th, 2015.

2014   Jesse Fagan and Kate Eddens. 2014. "Creating social diagnostic and feedback tools using OpenEddi." *Society of Behavioral Medicine 35th Annual Meeting.* Philadelphia, PA. April 26th, 2014.

2014   Walter Ferrier, Rachel Shane, and Jesse Fagan. 2014. "Survival and Sustainability of Non-profit Organizations: A Study of Exchange Networks of Traveling Art Exhibits among Museums". *Strategic Managment Society Special Conference*, Tel Aviv, Israel. March 10th, 2014.

2014   Jesse Fagan and Kate Eddens. 2014. "Modular survey software designed for interactive, online/offline, tablet-ready field collection of network data." *Sunbelt XXXIV.* St. Pete's Beach, FL. February 22nd, 2014.

2011   Jesse Fagan. 2011. "Measurement Challenges in Community Social Network Analysis." *American Evaluation Association Conference*, 2011. Anaheim, CA. November 4, 2011.

2011   Kerry B. Broderick, Melissa K. Richmond, Jesse Fagan, Alison Wojciak Long. 2011. "Pilot Validation of a Brief Screen Tool for Substance Use Detection in Emergency Care". *35th National AMERSA Conference.* Arlington, VA. November 3, 2011.

TEACHING EXPERIENCE

Experience teaching at both the undergraduate and graduate levels. Have provided teaching assistance for MBA Negotiations course. Taught courses at LINKS Center Workshop on statistical methods and visualization over five consecutive years (2012-2017). I have independently designed and taught the following courses:

MGMT 506 Managing People & Organizations
University of New Mexico
Spring 2018 (2 sections)
Instructor rating: currently teaching

MGMT 561 Team Dynamics & Interpersonal Skills
University of New Mexico
Fall 2017
Instructor rating: 4.8 / 5

MGMT 306 Organizational Behavior and Diversity
University of New Mexico
Fall 2017
Instructor rating: 4.08 / 5

MGT 410 Analysis of Organizational Behavior
University of Kentucky
Spring 2017
Instructor rating: 4.55 / 5

MGT 410 Analysis of Organizational Behavior
University of Kentucky
Spring 2016
Instructor rating: 4.38 / 5

PROFESSIONAL EXPERIENCE

Visiting Assistant Professor
University of New Mexico, Anderson School of Management
Albuquerque, NM
August 2017 – August 2018 (one year appointment)

Graduate Research and Teaching Assistant
University of Kentucky, Gatton College of Business and Economics
Lexington, KY
August 2012 – July 2017

Research Associate II
OMNI Institute
Denver, CO
July 2008 – July 2012

Network Evaluation of Albuquerque Safe Schools Healthy Students (SSHS) Grant
Albuquerque, NM
March 2010 – August 2011

FELLOWSHIPS AND AWARDS

2016   UK Researcher/Faculty Award for OpenEddi software program **SPARK Bluegrass Showcase of Emerging Entrepreneurs** and University Researchers, University of Kentucky, 2016

2016   Gatton Fellowship

2015   Max Steckler Fellowship

2014   Luckett Fellowship

SOFTWARE AUTHORED

OpenEddi – Primary Developer
Software for data collection. A modular software package that allows for the creation and sharing of plugins for a variety of data collection tasks, with specific designs for social network and organizational studies. Designed to be engaging and reduce fatigue on the respondent and reduce the difficult of survey design on the researcher. See more at http://www.openeddi.com *and* https://github.com/jfaganUK/openeddi3

rucinet – Primary Developer
R package for importing and exporting UCINET data to and from R. More at https://github.com/jfaganUK/rucinet

pii – Primary Developer
R package for calculating Political Independence Index – *a measure of power in signed networks based in a dependence perspective.* https://github.com/jfaganUK/pii

TECHNOLOGY
Programming
Languages: R, Javascript, Python, Visual Basic, and SQL.

Experience building relational databases (PostgreSQL, SQLite, MySQL, MS Access). Experience with Linux. Experience programming analytic software in Java and C++.

Web development
Javascript, MySQL, PostgreSQL. Node.js, Backbone.js, jQuery, D3.js, PolymerJS.

DATA ANALYSIS
Advanced network analysis
Experienced with UCINET, NetDraw, Pajek, Gephi, ORA, and *igraph* for R. Written custom analysis software in C++ and R. Experience with ERGM, STERGM, and Siena.

Text and Content Analysis
Text cleaning and bag-of-word approach, probabilistic Topic Models and Latent Dirichilet Allocation (LDA), clustering, sentiment analysis

In-depth knowledge of linear algebra, probability and statistics
Advanced use of R. Familiar with multiple linear regression, general linear models, structural equation modeling, latent difference score modeling, hierarchical linear models and mixed effects models.

Knowledge discovery and data mining using classification and regression methods
Experienced in the analysis of big data sets. Dimension reduction, principal component analysis, factor analysis, clustering, discriminate analysis, self-organizing maps, random forest and decision trees, LASSO and elasticnets. Interested in developing neural network methods for social science applications.