

RICHARD HERMIDA

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EDUCATION

George Mason University, Fairfax, VA
M.A. in Industrial-Organizational Psychology

May 2008

Purdue University, West Lafayette, IN
B.A. (Honors) in Psychology

May 2006

PROFESSIONAL EXPERIENCE

Rutgers University, New Brunswick, NJ
Research Analyst and Research Project Manager

October 2016 - Present

Department of Human Services, Saint Paul, MN
Research Scientist II and Agency Policy Specialist

May 2012 - October 2016

Fors Marsh Group, Arlington, VA
Research Analyst

August 2009 - February 2012

George Mason University, Fairfax, VA
Research and Teaching Assistant

August 2006 - December 2010

PEER-REVIEWED PUBLICATIONS

Jarrin, O.F., Francel-Bautista, D., Cho, C., Tay, W., & Hermida, R. (2017). Valuing investments in nursing home staffing and staff education for residents and payers. *Innovation in Aging, 1*, 682.

Hermida, R. (2016). Nonstationarity of predictor relative importance: Illustration and theory. *Journal of Research in Applied Mathematics, 2*, 19-32.

Hermida, R. (2015). The problem of allowing correlated errors in structural equation modeling: Concerns and considerations. *Computational Methods in Social Sciences, 3*, 1-17.

Hermida, R., Luchman, J.N., Nicolaidis, V., & Wilcox, C. (2015). The issue of statistical power for overall model fit in evaluating structural equation models. *Computational Methods in Social Sciences, 3*, 25-42.

Meyer, R. D., Dalal, R. S., Jose, I., Hermida, R., Khare, V., Brooks, C.K., Chen, T., & Vega, R (2014). Measuring job-related situational strength and assessing its interactive effects with personality on voluntary work behavior. *Journal of Management, 40*, 1010-1041.

Hermida, R., & Luchman, J.N. (2013). The moderating role of locus of causality in the relationship between source of information and psychological contract breach perceptions. *Journal of Business and Psychology*, 28, 221-232.

Meyer, R.D., Dalal, R.S., & Hermida, R. (2010). A review and synthesis of situational strength in the organizational sciences. *Journal of Management*, 36, 121-140.

Hermida, R. (2008). Life's work: An interview with Dr. Edwin Fleishman. *The Industrial/Organizational Psychologist*, 45, 11-16.

MANUSCRIPTS IN PROGRESS

Hermida, R. Application and illumination of local structural equation modeling in the health locus of control scale.

Target Journal: Computational Methods in Social Sciences.

CONFERENCE PRESENTATIONS

Crystal, S., Jarrin, O.F., Angell, B., Rosenthal, M., & Hermida, R. (2018). Reduction in nursing home antipsychotic use at state and national levels: A mixed-methods perspective on factors contributing to successful change in large systems. Presented at the annual meeting of the Academy Health, Seattle, WA.

Crystal, S., Hermida, R., Bilder, S., & Jarrin, O.F. (2017). Changing patterns of antipsychotic and sedative-hypnotic use in US nursing homes: Is there a substitution effect? Presented at the annual meeting of the International Society of Pharmacoepidemiology, Montreal, QC.

Crystal, S., Jarrin, O.F., Neese-Todd, S., Akincigil, A., & Hermida, R. (2017). Reducing antipsychotic use in nursing home residents with dementia: Progress and challenges. Presented at the annual meeting of the International Association of Gerontological Societies, San Francisco, CA.

Luchman, J.N., Hermida, R., Griepentrog, B.K., Gibson, J.L., & Marsh, S. (2011). A psychological perspective on the unemployment rate during job application: An application to enlistment decisions. Presented at the annual meeting of the Southern Management Association, Savannah, GA.

Hermida, R., Luchman, J.N., Nicolaidis, V., & Wilcox, C. (2011). Statistical power of structural equation models in Psychology. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Jose, I.J., & Hermida, R. (2011). The role of perceived organizational support for diversity in predicting counterproductive work behavior. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Buffardi, L.C., & Hermida, R. (2010). Final Four Fever and traditional work attitudes: A longitudinal investigation. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Dalal, R.S., Hermida, R., Demaris, J., Jose, I., Liska, D., Patel, L., Coriden, T., Lee, H., & Pate, W. (2010). Gender differences in counterproductive work behavior: A meta-analysis. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gilrane, V., Hermida, R., Buffardi, L.C., & Pate, W. (2010). Diversity climate dimensionality: relationships with organizational support and commitment. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hermida, R. (2010). Statistical power of structural equation models in work-family research. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hermida, R., Conjar, E.A., Najab, J.A., Kaplan, S.A., & Cortina, J.M. (2010). Allowing correlated residuals in structural equation models: A meta-analysis. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Jose, I.J., Meyer, R.D., Hermida, R., Khare, V., & Dalal, R.S. (2010). An empirical test of situational strength's functional mechanisms. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Jose, I. J., Hermida, R., Vega, R., Chen, T., Hale, A., Meyer, R.D., & Dalal, R.S. (2010). When preferred and actual levels of situational strength differ. Presented at the annual conference for the Academy of Management. San Antonio, TX.
- Hermida, R., Conjar, E.A., Najab, J.A., Cortina, J.M., & Kaplan, S.A. (2009). On the practice of allowing correlated residuals in structural equation models. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Hermida, R., Luchman, J. N., Brooks-Shesler, L., & Tetrick, L. E. (2009). Influences on psychological contract breach in a graduate student population: Information-Seeking and causal attribution. Presented at the annual meeting of the Academy of Management, Chicago, IL.
- Buffardi, L.C, Hermida, R., & Nelson, J.K. (2008). Final Four Fever: Fading forecaster of organizational support and commitment? Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hermida, R. (2008). A cusp catastrophe model of psychological contract obligation perceptions. Presented at the annual meeting of the Society for Chaos Theory & Life Sciences, Richmond, VA.
- Hermida, R. (2008). A cusp catastrophe model of work/family conflict, interruptions, and withdrawal cognitions. Presented at the annual meeting of the Society for Chaos Theory & Life Sciences, Richmond, VA.
- Buffardi, L.C, Nelson, J.K., Poms, L.W., & Hermida, R. (2007). Final Four Fever: relationships with organizational support and commitment. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Hermida, R. (2007). The great moderator: An examination of organizational identification moderation in organizational constructs. Presented at the annual conference of Industrial Organizational and Organizational Behavior, Indianapolis, IN.

Hermida, R. (2006). Mood, emotional regulation, and self regulation. Presented at the Psi Chi Midwestern Regional Convention Program, Chicago, IL.

COMPETENCIES

Programming:

SAS, SPSS, MPLUS, R, SQL, STATA, Excel

Statistics:

Regression, Multivariate Statistics, Analysis of Variance, Structural Equation Modeling, Hierarchical Linear Modeling, Item Response Theory, Geographic Information Systems

Project Management:

Consulting, Technical Report Writing, Process Management, Failure Analysis

RESEARCH INTERESTS STATEMENT

Primarily, I am interested in health services research, particularly as it relates to pharmacology. Current research interests in this area relate to the use of antipsychotic and sedative/hypnotic medications in the United States, including program evaluation. I am also involved in projects that study drivers and outcomes related to opioid use and opioid use treatment.

My secondary research revolves around bridging the gap between theory construction and model specification, measurement, and assessment. The majority of my research in this area is centered in advancing methodology surrounding structural equation modeling (SEM).