John C. Flournoy, PhD

Research Scientist, Stats Maven

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Education

Ph.D., Psychology, University of Oregon
Dissertation: *Adolescent Social Motives: Measurement and Implications*   2018

M.S., Psychology, University of Oregon   2014

B.A., Cognitive Science, University of California, Berkeley   2005

Work Experience

Principal Research Scientist, Developer Success Lab, Pluralsight   2024–present

- Lead scientist on analysis of yearly ticket data from over 11k developers
- Drove organizational insights across multiple research projects
- Spearheaded community engagement overlay journal at dsl.pubpub.org

Research Associate, Harvard University, Cambridge, MA   2018–2024

- Lead analyst on intensive longitudinal fMRI neuroimaging study of mechanisms linking stress to psychopathology in adolescents
- Lead author of report on fMRI measurement reliability
- Supported co-authors on intensive longitudinal digital phenotyping analysis of stress, sleep, digital communication, and physical activity
- Lead analyst of task-based fMRI for multi-site adolescent cognitive control study (NIMH U01-MH109589, $17.1M)
- Developed digital phenotyping data processing for NIMH R37-MH119194 ($9M)
- Provided methodology and scientific computing support across two lab groups
- note: post-doctoral scholar from 2018-2020

Graduate Research Fellow, University of Oregon, Eugene, OR   2012–2018

- Developed hierarchical Bayesian model of reinforcement learning for adolescent social motives
- Collected data from 300+ participants, including foster-care-involved adolescents
- Dissertation: *Adolescent Social Motives: Measurement and Implications*
- Developed expertise in longitudinal personality, fMRI, and cognitive task data using multilevel and structural equation modeling
- Validated new self-report and task measures, and evaluated validity and reliability of existing measures

Research Coordinator, Stanford University, Stanford, CA   2009–2012

- Coordinated Simons Foundation-funded study on sleep problems in autism using ambulatory polysomnography
- Site coordinator for clinical trial testing a novel PET marker for β-amyloid in dementia patients

Publications

Flournoy, J. C., Lee, C. S., Wu, M., & Hicks, C. M. (2025, March 6). *No Silver Bullets: Why Understanding Software Cycle Time is Messy, Not Magic.* arXiv: 2503.05040 [cs]. https://doi.org/10.48550/arXiv.2503.05040

Chen, Y. Y., Rosenbaum, G. M., Fan, H., Li, T., Flournoy, J., Mair, P., & Somerville, L. (2024). How beliefs around peers' risk preferences get incorporated into adolescents' decision making. *Proceedings of the Annual Meeting of the Cognitive Science Society*, *46*(0). Retrieved January 28, 2025, from https://escholarship.org/uc/item/6c42379z

Curtis, M., Flournoy, J. C., Kandala, S., Sanders, A. F. P., Harms, M. P., Omary, A., Somerville, L. H., & Barch, D. M. (2024). Disentangling the unique contributions of age, pubertal stage, and pubertal hormones to brain structure in childhood and adolescence. *Developmental Cognitive Neuroscience*, *70*, 101473. https://doi.org/10.1016/j.dcn.2024.101473

Flournoy, J. C., Bryce, N. V., Dennison, M. J., Rodman, A. M., McNeilly, E. A., Lurie, L. A., Bitran, D., Reid-Russell, A., Vidal Bustamante, C. M., Madhyastha, T., & McLaughlin, K. A. (2024). A precision neuroscience approach to estimating reliability of neural responses during emotion processing: Implications for task-fMRI. *NeuroImage*, *285*, 120503. https://doi.org/10.1016/j.neuroimage.2023.120503

Heffer, T., Flournoy, J. C., Baum, G. L., & Somerville, L. H. (2024). Examining the Association between Punishment and Reward Sensitivity and Response Inhibition to Previously-Incentivized Cues across Development. *Journal of Youth and Adolescence*, *53*(6), 1341–1354. https://doi.org/10.1007/s10964-024-01966-z

Rith-Najarian, L. R., Gong-Guy, E., Flournoy, J. C., & Chavira, D. A. (2024). Randomized controlled trial of a web-based program for preventing anxiety and depression in university students. *Journal of Consulting and Clinical Psychology*, *92*(1), 1–15. https://doi.org/10.1037/ccp0000843

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Grisanzio, K. A., Flournoy, J. C., Mair, P., & Somerville, L. H. (2023). Shifting qualities of negative affective experience through adolescence: Age-related change and associations with functional outcomes. *Emotion*, *23*(1), 278–288. https://doi.org/10.1037/emo0001079

McCormick, E. M., Byrne, M. L., Flournoy, J. C., Mills, K. L., & Pfeifer, J. H. (2023). The Hitchhiker's guide to longitudinal models: A primer on model selection for repeated-measures methods. *Developmental Cognitive Neuroscience*, *63*, 101281. https://doi.org/10.1016/j.dcn.2023.101281

McLaughlin, K. A., Weissman, D. G., & Flournoy, J. (2023). Challenges with Latent Variable Approaches to Operationalizing Dimensions of Childhood adversity – a Commentary on Sisitsky et al. (2023). *Research on Child and Adolescent Psychopathology*, *51*(12), 1809–1811. https://doi.org/10.1007/s10802-023-01114-4

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Barendse, M. E. A., Byrne, M. L., Flournoy, J. C., McNeilly, E. A., Guazzelli Williamson, V., Barrett, A.-M. Y., Chavez, S. J., Shirtcliff, E. A., Allen, N. B., & Pfeifer, J. H. (2022). Multimethod assessment of pubertal timing and associations with internalizing psychopathology in early adolescent girls. *Journal of Psychopathology and Clinical Science*, *131*(1), 14–25. https://doi.org/10.1037/abn0000721

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Nelson, B. W., Flannery, J. E., Flournoy, J., Duell, N., Prinstein, M. J., & Telzer, E. (2022). Concurrent and prospective associations between fitbit wearable-derived RDoC arousal and regulatory constructs and adolescent internalizing symptoms. *Journal of Child Psychology and Psychiatry*, *63*(3), 282–295. https://doi.org/10.1111/jcpp.13471

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Nook, E. C., Flournoy, J. C., Rodman, A. M., Mair, P., & McLaughlin, K. A. (2021). High Emotion Differentiation Buffers Against Internalizing Symptoms Following Exposure to Stressful Life Events in Adolescence: An Intensive Longitudinal Study. *Clinical Psychological Science*, 2167702620979786. https://doi.org/10.1177/2167702620979786

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Barendse, M. E. A., Cosme, D., Flournoy, J. C., Vijayakumar, N., Cheng, T. W., Allen, N. B., & Pfeifer, J. H. (2020). Neural correlates of self-evaluation in relation to age and pubertal development in early adolescent girls. *Developmental Cognitive Neuroscience*, *44*, 100799. https://doi.org/10.1016/j.dcn.2020.100799

Barendse, M. E. A., Vijayakumar, N., Byrne, M. L., Flannery, J. E., Cheng, T. W., Flournoy, J. C., Nelson, B. W., Cosme, D., Mobasser, A., Chavez, S. J., Hval, L., Brady, B., Nadel, H., Helzer, A., Shirtcliff, E. A., Allen, N. B., & Pfeifer, J. H. (2020). Study Protocol: Transitions in Adolescent Girls (TAG). *Frontiers in Psychiatry*, *10*. https://doi.org/10.3389/fpsyt.2019.01018

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Byrne, M. L., Chavez, S., Vijayakumar, N., Cheng, T. W., Flournoy, J., Barendse, M., Shirtcliff, E. A., Allen, N., & Pfeifer, J. (2019). Multi-method confirmatory factor analyses of puberty in early adolescent girls. https://doi.org/10.31234/osf.io/pue6f

Flournoy, J. (2019, January 11). *Adolescent Social Motives: Measurement and Implications*. Retrieved January 6, 2020, from https://scholarsbank.uoregon.edu/xmlui/handle/1794/24216

Ludwig, R. M., Flournoy, J. C., & Berkman, E. T. (2019). Inequality in personality and temporal discounting across socioeconomic status? Assessing the evidence. *Journal of Research in Personality*, *81*, 79–87. https://doi.org/10.1016/j.jrp.2019.05.003

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Thalmayer, A. G., Saucier, G., Srivastava, S., Flournoy, J. C., & Costello, C. K. (2019). Ethics-relevant values in adulthood: Longitudinal findings from the life and time study. *Journal of Personality*, *87*(6), 1119–1135. https://doi.org/10.1111/jopy.12462

Vijayakumar, N., Pfeifer, J. H., Flournoy, J. C., Hernandez, L. M., & Dapretto, M. (2019). Affective reactivity during adolescence: Associations with age, puberty and testosterone. *Cortex*, *117*, 336–350. https://doi.org/10.1016/j.cortex.2019.04.024

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Matta, T. H., Flournoy, J. C., & Byrne, M. L. (2018). Making an unknown unknown a known unknown: Missing data in longitudinal neuroimaging studies. *Developmental Cognitive Neuroscience*, *33*, 83–98. https://doi.org/10.1016/j.dcn.2017.10.001

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