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CURRICULUM VITAE**NAME:** Richard D. Goffin Ph.D.**ADDRESS:** Department of Psychology, The University of Western Ontario, London,
Ontario, Canada N6A 5C2**TELEPHONE:** 519-661-2111 x84641**E-MAIL:** goffin@uwo.ca**EDUCATION:**Ph.D. The University of Western Ontario, London, Ontario, Canada.
Specialization: Measurement and Industrial/Organizational Psychology. 1988.

M.A. The University of Guelph, Guelph, Ontario. Psychology. 1983.

B.A. Brock University, St. Catharines, Ontario. Psychology. 1981.

DISTINCTIONS, HONORS, FELLOWSHIPS AND SCHOLARSHIPS:Feeney, Goffin, & Schneider presentation at the 2016 APS conference received honorable
mention for the APS Student Research Award, and this was accompanied by a cheque for
\$100 to Justin Feeney.Research Grant (“The Management of Employee Work Performance: Improving a Defective but
Vital Human Resource Process”) submitted to Social Sciences and Humanities Research
Council was ranked fifth out of 98 applications to Committee 435-3A (Business,
management and related fields). May, 2014. (see Research Funding section for grant details).John C. Flanagan Award for Best Poster with Student as First Author at the 2012 Annual
Conference of the Society for Industrial and Organizational Psychology for Feeney, J.R.,
Goffin, R.D., & McCarthy, J.M. “Gender differences in job interview anxiety, performance,
and coping styles.” San Diego, USA, April 2012.Top Poster Award, for Feeney, Goffin, & McCarthy poster. Society for Industrial and
Organizational Psychology, April, 2012, San Diego.Research Grant (“Personality Assessment in Human Resources Management”) proposal
submitted to Social Sciences and Humanities Research Council was ranked fourth out of 171
applications to Committee 21. April 2007. (see Research Funding section for grant details).Best Paper Award, for Jelley & Goffin paper, Human Resources Division, Administrative
Sciences Association of Canada, June 1999.

Honorable mention in APA Division Five Dissertation Award competition, August, 1992.

Tong Award for best M.A. thesis in Psychology, University of Guelph, 1983.

PUBLICATIONS IN PEER-REVIEWED JOURNALS:

Doyle, K.M., & Goffin, R.D. (in press). Subordinate Ratings of Supervisor Performance: Balancing Accountability and Anonymity. *Social Behavior and Personality*.

McLarnon, M.J., Goffin, R.D., & Rothstein, M.J. (in press). Differentiation of cognitive abilities and the Medical College Admission Test. *Personality and Individual Differences*.

McLarnon, M.J., Rothstein, M.G., Goffin, R.D., Rieder, M.J., Poole, A., Krajewski, H.T., Powell, D.M., Jelley, R.B., & Mestdagh, T. (2017). How important is personality in the selection of medical school students? *Personality and Individual Differences*, *104*, 442-447.

Goffin, R.D., & Spring, T.M. (2016). Is the perceived ability to deceive confounded by general mental ability. *Personality and Individual Differences*, *101*, 356-359.

McLarnon, M., Goffin, R.D., & Schneider, T.J. (2016). To be or not to be: Exploring the nature of positively- and negatively-keyed personality items in high-stakes testing. *Journal of Personality Assessment*, *98*, 480-490.

Feeney, J.R., McCarthy, J.M., & Goffin, R.D. (2015). Applicant Anxiety: Examining the sex-linked anxiety coping theory in job interview contexts. *International Journal of Selection and Assessment*, *23*, 295-305.

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Schneider, T.J., Goffin, R.D., & Daljeet, K. (2015). "Give us your Social Networking Site Passwords": Implications for Personnel Selection and Personality. *Personality and Individual Differences*, *73*, 78-83.

Speer, A. B., Christiansen, N.D., Goffin, R.D., & Goff, M. (2014). Situational bandwidth and the criterion-related validity of assessment center ratings: Is cross-exercise convergence always desirable? *Journal of Applied Psychology*, *99*, 282-295.

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Tobon, J.I., Reid, G.J., & Goffin, R.D. (2014). Continuity of care in children's mental health: Development of a measure. *Administration and Policy in Mental Health and Mental Health Services Research*, *41*, 668-686.

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- rating approaches: Roads to greater accuracy in job performance assessment? *Journal of Personnel Psychology*, *11*, 159-168.
- Goffin, R. D., Jang, I., & Skinner, E. (2012). Forced-choice and conventional personality assessment: Each may have unique value in pre-employment testing. *Personality and Individual Differences*, *51*, 840-844.
- O'Neill, T.A., Goffin, R.D., & Gellatly, I.R. (2012). The use of random coefficient modeling for understanding and predicting job performance ratings: An application with field data. *Organizational Research Methods*, *15*, 436-462.
- Schneider, T.J., & Goffin, R.D. (2012). Perceived ability to deceive and incremental prediction in pre-employment personality testing. *Personality and Individual Differences*, *52*, 806-811.
- O'Neill, T. A., Goffin, R.D., & Gellatly, I.R. (2012) The knowledge, skill, and ability requirements for teamwork: Revisiting the teamwork-ksa test's validity. *International Journal of Selection and Assessment*, *20*, 36-52.
- Goffin, R. D., & Olson, J. M. (2011). Is it all relative? Comparative Judgments and the Possible Improvement of Self-Ratings and Ratings of Others. *Perspectives on Psychological Science*, *6*, 48-60.
- Goffin, R.D., Jang, I., & Skinner, E. (2011). Forced-choice and conventional personality assessment: Each may have unique value in pre-employment testing. *Personality and Individual Differences*, *51*, 840-844..
- Goffin, R. D., Rothstein, M. G., Reider, M. J., Poole, A., Krajewski, H. T., Powell, D. M., Jelley, R. B., Boyd, A. C., & Mestdagh, T. (2011). Choosing job-related personality traits: Developing valid personality-oriented job analysis. *Personality and Individual Differences*, *51*, 646-651.
- Powell, D.M., Goffin, R.D., & Gellatly, I.R. (2011). Gender differences in personality scores. Implications for differential hiring rates. *Personality and Individual Differences*, *50*, 106-110.
- Sheppard, L.D., Goffin, R.D., Lewis, R.J., Olson, L.M. (2011). The effect of target attractiveness and rating method on the accuracy of trait ratings. *Journal of Personnel Psychology*, *10*, 24-33.
- O'Neill, T.A., Goffin, R.D., & Gellatly, I.R. (2010). Test-taking motivation and personality test validity. *Journal of Personnel Psychology*, *9*, 117-125.
- Helmes, E., Goffin, R.D. & Chrisjohn, R.D. (2010). Confirmatory analysis of the Bradburn Affect Balance Scale and its relationship with morale in older Canadian adults. *Canadian Journal of Aging*, *29*, 259-266.
- Powell, D.M. & Goffin, R.D. (2010). Assessing personality in the employment interview: The

- impact of training on rater accuracy. *Human Performance*, 22, 450-465.
- O'Neill, T. A., Goffin, R. D., & Tett, R. P. (2009). Content validation is fundamental for optimizing the criterion validity of personality tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 509-513.
- Goffin, R.D., & Boyd, A.C. (2009). Faking and personality assessment in personnel selection: Advancing models of faking. *Canadian Psychology*, 50, 151-160.
- Goffin, R.D., Jelley, R.B., Powell, D.M., & Johnston, N.G. (2009). Taking Advantage of Social Comparisons in Performance Appraisal: The Relative Percentile Method. *Human Resource Management*, 48, 251-268.
- Anderson, D.W., Krajewski, H.T., Goffin, R.D., & Jackson, D.N. (2008). A leadership self-efficacy taxonomy and its relation to effective leadership behavior. *Leadership Quarterly*, 19, 595-608.
- Goffin, R.D. (2007). Assessing the adequacy of structural equation models: Golden rules and editorial policies. *Personality and Individual Differences*, 42, 831-839.
- Krajewski, H., T., Goffin, R., D., Rothstein, M., G., & Johnston, N., G. (2007). Is personality related to managerial job performance? That depends on how old you are. *Journal of Business and Psychology*, 22, 21-33.
- Olson, J., Goffin, R.D., & Haynes, G. (2007). Relative Versus Absolute Measures of Explicit Attitudes: Implications for Predicting Diverse Attitude-Relevant Criteria. *Journal of Personality and Social Psychology*, 93, 907-926.
- Goffin, R.D., & Anderson, D.W. (2007). The Self-Rater's Personality and Self-Other Disagreement in Multi-Source Performance Ratings. *Journal of Managerial Psychology*, 22, 271-289.
- Marcus, B., Goffin, R.D., Johnston, N.G., & Rothstein, M.G. (2007). Personality and cognitive ability as predictors of typical and maximum managerial performance. *Human Performance*, 20, 275-285.
- Krajewski, H., T., Goffin, R., D., & McCarthy, J., M., Rothstein, M., & Johnston, N. (2006). Comparing the validity of structured interviews for managerial-level employees: Should we look to the past, or focus on the future? *Journal of Occupational and Organizational Psychology*, 79, 411-432. (continued...)
- Goffin, R.D., & Woycheshin, D.E. (2006). An empirical method of determining employee competencies/KSAOs from task-based job analysis. *Military Psychology: Official Journal of the Military Division of APA*, 18, 121-130.
- Rothstein, M.G., & Goffin, R.D. (2006). The use of personality measures in personnel selection:

- What does current research support? *Human Resource Management Review*, 16, 155-180.
- McCarthy, J.M., & Goffin, R.D. (2005). Selection test anxiety: Exploring tension and fear of failure across the sexes. *International Journal of Selection and Assessment*, 13, 282-295.
- Krajewski, H. T., Goffin, R. D. (2005). The role of gender and stressor context in predicting occupational coping strategies and adjustment. *Journal of Occupational Health Psychology*, 10, 44-53.
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- Goffin, R. D. & Christiansen, N. D. (2003). Correcting personality tests for faking: A Review of popular personality tests and an initial survey of researchers. *International Journal of Selection and Assessment*, 11, 340-344.
- Goffin, R. D., Jelley, R. B., & Wagner, S. H. (2003). Is halo helpful? Effects of inducing halo on performance rating accuracy. *Social Behavior and Personality*, 31, 625-636.
- Simner, M. L. & Goffin, R. D. (2003). A Position Statement by the International Graphonomics Society on the Use of Graphology in Personnel Selection Testing. *International Journal of Testing*, 4, 353-364.
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- Jelley, R. B., Goffin, R. D., & Wagner, S. H. (2001). Does inducing halo improve performance rating accuracy? *Proceedings of the annual conference of the Administrative Sciences Association of Canada, Human Resource Division*, 22, 1-10.
- Goffin, R. D., & Gellatly, I. R.. (2001). A Multi-rater assessment of organizational commitment: Are self-report measures biased? *Journal of Organizational Behavior*, 22, 437-451.
- Jelley, R.B., & Goffin, R.D. (2001). Can feedback accuracy be improved? Effects of rater priming and rating scale format on rating accuracy. *Journal of Applied Psychology*, 86, 134-144.
- McCarthy, J. M., & Goffin, R. D. (2001). Improving the validity of letters of recommendation: An investigation of three standardized reference forms. *Military Psychology*, 13, 199-222.
- McCarthy, J. M. & Goffin, R. D. Test-Taking Anxiety in a selection context: The moderating role of applicant gender. (2000). *Proceedings of the 2000 Administrative Sciences Association of Canada and International Federation of Scholarly Associations of Management joint conference, Human Resources Division, Volume 21, 82-92.*
- Jelley, R. B., & Goffin, R. D. (1999). Improving feedback accuracy: Effects of rater priming and

rating scale format. *Proceedings of the 1999 Administrative Sciences Association of Canada Conference, Human Resources Division: Volume 20*, 59-69.

King, G., King, S., Rosenbaum, P., & Goffin, R. D. (1999). Family-Centered Caregiving and Well-Being of Parents of Children with Disabilities: Linking Process with Outcome. *Journal of Pediatric Psychology*, *24*, 41-53.

Helmes, E., Goffin, R. D., & Chrisjohn, R. D. (1998) Confirmatory factor analysis of the Life Satisfaction Index. *Social Indicators Research*, *45*, 371-390.

Mikulay, S. M., & Goffin, R. D. (1998). Predicting counterproductivity in the laboratory using integrity and personality testing. *Educational and Psychological Measurement*, *58*, 768-790. (Author notes state that both authors contributed equally to this article)

Wagner, S. H., & Goffin, R. D. (1997). Differences in accuracy of individual and comparative performance appraisal methods. *Organizational Behavior and Human Decision Processes*, *70*, 95-103.

Goffin, R. D., Gellatly, I. R., Paunonen, S. V., Jackson, D. N., & Meyer, J. P. (1996). Criterion validation of two approaches to performance appraisal: The Behavioral Observation Scale and the Relative Percentile Method. *Journal of Business and Psychology*, *11*, 23-33.

Goffin, R. D., Rothstein, M. G., & Johnston, N. (1996). Personality testing and the assessment center: Incremental validity for managerial selection. *Journal of Applied Psychology*, *81*, 746-756.

Jackson, D. N., Paunonen, S. V., Fraboni, M., & Goffin, R. D. (1996). A five-factor versus six-factor model of personality structure. *Personality and Individual Differences*, *20*, 33-45.

Goffin, R. D., & Woods, D. M. (1995). Using personality testing for personnel selection: Faking and test-taking inductions. *International Journal of Selection and Assessment*, *3*, 227-236.

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Byrne, B. M., & Goffin, R. D. (1993). Modeling multitrait-multimethod data from additive and multiplicative covariance structures: An audit of construct validity concordance. *Multivariate Behavioral Research*, *28*, 67-96.

Goffin, R. D. (1993). A comparison of two new indices for the assessment of fit of structural equation models. *Multivariate Behavioral Research*, *28*, 205-214.

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Gellatly, I. R., Paunonen, S. V., Meyer, J. P., Jackson, D. N., & Goffin, R. D. (1991). Personality, vocational interests, and cognitive predictors of managerial job performance and satisfaction. *Personality and Individual Differences*, 12, 221-231.

Meyer, J. P., Paunonen, S. V., Gellatly, I. R., Goffin, R. D., & Jackson, D. N. (1989). Organizational commitment and job performance: It's the nature of the commitment that counts. *Journal of Applied Psychology*, 74, 152-156.

Goffin, R. D., & Jackson, D. N. (1988). The structural validity of the Index of Organizational Reactions. *Multivariate Behavioral Research*, 23, 327-347.

PUBLICATIONS IN PRACTITIONER JOURNALS:

Krajewski, H. T., & Goffin, R. D. (2010, August 10). Choosing the right personality test for the job. *Canadian HR Reporter* (www.hrreporter.com).

Goffin, R. D. (2001). Pre-employment tests: Choosing the best and avoiding the rest.. *HR.com* (an internet-based journal for human resources practitioners).

BOOKS:

Goffin, R. D., & Helmes, E. (Eds.) (2000). *Problems and Solutions in Human Assessment: Honoring Douglas N. Jackson at Seventy*. Norwell, MA: Kluwer Academic Publishers

BOOK CHAPTERS:

Goffin, R. D. (in press). Intelligence in the Workplace. In V. Zeigler-Hill and T.K. Shackelford (Eds). *Encyclopedia of Personality and Individual Differences*. N. Y.: Springer.

O'Neill, T.A., Goffin, R.D., & Rothstein, M.G. (2013). Personality and the need for personality-oriented work analysis. In N.D. Christiansen & R.P. Tett (Eds.) *Handbook of Personality at Work*. N.Y.: Routledge. pp. 226-252.

Goffin, R.D., & Woycheshin, D. E. (2012). An empirical method of determining employee competencies/KSAOs from task-based job analysis (reprinted article). In M.D. Matthews & J.H. Lawrence (Eds), *Military Psychology: Volume One: Selection, Training, and Performance*. Sage Publications.

Goffin, R. D., Rothstein, M. G., & Johnston, N. G. (2000). Personality and job performance: Are personality tests created equal? In R.D. Goffin and E. Helmes (Eds.) *Problems and Solutions in Human Assessment: Honoring Douglas N. Jackson at Seventy*. (pp. 249-264). Norwell, MA: Kluwer Academic Publishers

Rothstein, M. G., & Goffin, R. D. (2000). The assessment of personality constructs in industrial-organizational psychology. In R.D. Goffin and E. Helmes (Eds.) *Problems and Solutions in*

Human Assessment: Honoring Douglas N. Jackson at Seventy. (pp. 215-248). Norwell, MA: Kluwer Academic

REPRINTED BOOK:

Goffin, R. D., & Helmes, E. (Eds.) (2000). *Problems and Solutions in Human Assessment: Honoring Douglas N. Jackson at Seventy.* Published as an e-book in 2013 by Springer.

REPRINTS/TRANSLATIONS:

Simner, M. L. & Goffin, R. D. (2007). "A Position Statement by the International Graphonomics Society on the Use of Graphology in Personnel Selection Testing" reprinted in T. Lawson (Ed.), *Scientific Perspectives on Pseudoscience and Paranormal: Readings for General Psychology.* Upper Saddle River, NJ: Prentice Hall.

German translation of Simner, M. L. & Goffin, R. D. (2003). A Position Statement by the International Graphonomics Society on the Use of Graphology in Personnel Selection Testing, appeared in *Mannheimer Hefte fuer Schriftvergleichung* in 2004.

Goffin, R. D., & Helmes, E. (Eds.) (2000). *Problems and Solutions in Human Assessment: Honoring Douglas N. Jackson at Seventy.* Norwell, MA: Kluwer Academic Publishers (Published as an e-book in 2013 by Springer).

TECHNICAL WRITINGS:

Goffin, R. D., & MacLennan, R. N. (1997). *Structural Equation Modeling: An Overview and Empirical Example for the Disinherited.* Research Bulletin #746, Department of Psychology, University of Western Ontario.

Goffin, R. D., & Jackson, D. N. (1985). *Causes of employee turnover: The merits of full information estimation.* Research Bulletin No. 630, Department of Psychology, The University of Western Ontario, London, Ontario.

Goffin, R. D., & Chrisjohn, R. D. (1984). *A psychometric and structural analysis of the Life Satisfaction Index.* Research Bulletin No. 614, Department of Psychology, The University of Western Ontario, London, Ontario.

PRESENTATIONS AT PROFESSIONAL MEETINGS:

Factor, R.J., & Goffin, R.D. (2017, June). *Rating job performance.* Presented at the annual meeting of the Canadian Psychological Association, Toronto.

Daljeet, K.N. & Goffin, R.D. (2017, May). *Reactions to negative feedback: The role of resilience and implications for Counterproductivity.* Presented at the annual meeting of the Association for Psychological Science, Boston, Massachusetts. Peer-reviewed.

Feeney, J.R., Kemp, C. & Goffin, R.D. (2017, May). *Combating Applicant Faking on Personality*

Assessments in the Canadian Armed Forces. Presented at the annual conference of the Association for Psychological Science.

Feeney, J., Goffin, R.D., & Daljeet K. N. (2017, May). Faking warnings: Less effective than you think. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando.

Doyle, K.M., Goffin, R.D., & Daljeet, K.N. (2016, May). Increasing the Acceptance of Work Performance Feedback through Social Comparison. Presented at the annual conference of the Association for Psychological Science.

Feeney, J., Goffin, R.D., & Schneider, T.J. (2016, May). The Accuracy Paradox: Relative vs. Absolute Rating Methods in Performance Measurement. Presented at the annual conference of the Association for Psychological Science.

Feeney, J., Gellatly, I.R., Goffin, R.D., & Inness, M. (2016, April). Measuring Attachment to the Organization. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA. Invited and Peer-reviewed. Abstract published in Conference Proceedings.

Doyle, K.M., Goffin, R.D., & Woycheshin, D. (2016, April). Peer-Rated Contextual/Citizenship Performance: Matching Construct to Rating Source. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA. Peer-reviewed. Abstract published in Conference Proceedings.

Doyle, K.M., Goffin, R.D., & Woycheshin, D. (2015, August). The Discrepancy Between Self and Others' Ratings of Contextual/Citizenship Performance as a Function of Impression Management and Self-Deceptive Enhancement. Presented at the Conference of the International Society for the Study of Individual Differences, London, ON. Peer-reviewed. Abstract published in *Personality and Individual Differences*, 101, p. 474.

Spring, T., & Goffin, R.D. (2015, August) Perceived Ability to Deceive and the Prediction of Counterproductive Work Behavior: Controlling for General Mental Ability. Presented at the Conference of the International Society for the Study of Individual Differences, London, ON.

Doyle, K.M., & Goffin, R.D. (2015, June). Subordinate Ratings of Supervisor Performance: Balancing Accountability and Anonymity. Presented at the Canadian Psychological Association Annual Convention, Ottawa, ON.

Doyle, K.M., & Goffin, R.D. (2015, April). Contextual/Citizenship Performance: Do Peer Ratings Reflect Rater or Rated? Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia.

Schneider, T. J., Goffin, R. D., Daljeet, K. N., & Lessard, F.-E. (2014, August). Donnez-nous vos

mots de passe pour vos sites de réseautage social: Implications pour la sélection du personnel. In M. Malo & J-S. Boudrias (Chair), *Investir dans le capital humain: De la sélection du personnel à la rétroaction aux candidats*. Symposium conducted at the 18th annual congress of L'Association Internationale de Psychologie du Travail de Langue Française, Florence, Italy.

Daljeet, K.N., & Goffin, R.D. (2014, June). Personality and Counterproductive Work Behaviour: The Moderating Role of Test-Taking Motivation. Presented at the Canadian Psychological Association Annual Convention, Vancouver, BC.

Jelley, R.B., & Goffin, R.D. (2014, June). Personality Predictors of Performance-Evaluation Leniency: Broad versus Narrow Traits. Presented at the Canadian Psychological Association Annual Convention, Vancouver, BC.

Tobon, J.I., Reid, G.J., Goffin, R., Brown, J.B., Stewart, S., & Evans, B. (2014, June). Measuring Inter-Sectorial Collaboration in Children's Mental Health. Presented at Canadian Collaborative Mental Health Care Conference, Toronto ON.

McLarnon, M. Goffin, R.D., Schneider, T.J., & Johnston, N.G. (2014, May). Exploring the Nature of Positively- and Negatively-Keyed Personality Items. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu, USA,

Tobon, J.I., Reid, G.J. Goffin, R. D., Brown, J.B., Stewart, S., & Evans, B. (2013, November). Continuity of Care in Children's Mental Health: A New Measure of Inter-sectorial Collaboration. Presented at the Children's Mental Health Ontario Annual Conference , Toronto, ON.

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Tobon, J.I., Reid, G.J. & Goffin, R. (2013, June). Continuity of Care in Children's Mental Health: Development of a Parent and Youth Measure. Presented at Canadian Psychological Association Annual Convention, Quebec City.

Feeney, J. & Goffin, R. D. (2013, April). Overclaiming Versus Individual Change Scores: Battle of Two Faking Measures. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Houston, Texas, USA.

Tobon, J.I., Reid, G.J. & Goffin, R. (2013, March). Continuity of Care in Children's Mental Health: Validation of a New Measure. Presented at 26th Annual Children's Mental Health Research and Policy Conference. Tampa, FL, USA.

Feeney, J. R., & Goffin, R. D. (2012, June). Predicting faking with individual differences in personality and need to fake. Presented at the annual meeting of the Canadian Psychological Association, Halifax.

- Feeney, J. R., Goffin, R. D., & McCarthy, J. M. (2012, April). Gender differences in job interview anxiety, performance, and coping styles. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, USA.
- Speer, A.B., Christiansen, N.D., & Goffin, R.D. (2012, April). Effects of situational bandwidth on the criterion-related validity of assessment center ratings. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, USA.
- Feeney, J.R., & Goffin, R.D. (2011, June). *Examining the Utility of Expatriate Selection*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, ON.
- Jelly, R.B., Goffin, R.D., MacDougall, R., & Tasker, H. (2011, June) *Leniency in context: Simulating the social context of performance appraisal*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, ON.
- Gellatly, I.R., Goffin, R.D., & Feeney, J. (2011, April). *Are anxious employees committed employees?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago.
- O'Neill, T.A., Goffin, R.D., & Gellatly, I.R. (2011, April). *Do rater ratings of employee performance reflect actual job performance?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago.
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- O'Neill, T. A., Goffin, R. D., & Tett, R. P. (2010, June). Personality and behavior in organizations: can we do better than the "Big Five?" In L. K. Hamilton (Chair), *Applications of personality in organizations: Recent empirical finding and theoretical issues*. Symposium conducted at the meeting of the Canadian Psychological Association, Winnipeg, Canada.
- Gellatly, I. R., & Goffin, R. D. (2010, April). *The interaction of test anxiety and personality on employee commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Atlanta.
- Poole, A., Rothstein, M. G., Goffin, R. D., Reider, M. J., Krajewski, H. T., Powell, D. M., Jelley, R. B., Boyd, A. C., & Mestdagh, T. (2009, April). *What are the best predictors of medical school performance?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Atlanta.
- Goffin, R. D., Rothstein, M. G., Reider, M. J., Poole, A., Krajewski, H. T., Powell, D. M., Jelley, R. B., Boyd, A. C., & Mestdagh, T. (2009, August). Choosing job-related personality traits: Criterion-related evidence of validity. Presented at the annual conference of the American Psychological Association, Toronto.

- O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2009, August) Teamwork knowledge, skills and abilities test: Its validity and psychometric properties. Presented at the annual conference of the American Psychological Association, Toronto.
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- Helmes, E., Goffin, R. D., & Chrisjohn, R. D. (2009, July). Affect and morale in older canadian adults. Presented at the World Congress of Gerontology and Geriatrics. Paris.
- O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2009, April). Test-Taking Motivation and the validity of personality testing. Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Powell, D. M., & Goffin, R. D. (2009, April). Can we Train Interviewers to be Good Judges of Personality? Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Rothstein, M. G., Goffin, R. D., Reider, M. J., Poole, A., Krajewski, H. T., Powell, D. M., Jelley, R. B., Boyd, A. C., & Mestdagh, T. (2009, April). The incremental validity of narrow versus broad personality measures. Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Woycheshin, D. E., & Goffin, R. D. (2009). Testing the dimensionality of Organizational Citizenship Behaviors and Contextual Performance. Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Jelley, R. B., & Goffin, R.D. (2008, June) Social Desirability Scales as Predictors of Performance Appraisal Behaviours in a Simulated Appraisal Context. Presented at the annual conference of the Canadian Psychological Association, Halifax.
- Marcus, B., Goffin, R.D., Johnston, N., & Rothstein, M. (2007, April) *Establishing the Assessment Center as a Measure of Maximum rather than Typical Performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. New York City.
- Lewis, R., Goffin, R.D., & Olson, J. (2007, April). *Self/Other Comparisons: Can they Make Better Raters?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. New York City.
- Jelley, R.B., Goffin, R.D., Powell, D., & Heneman, R. (2007, April). *Incentives and Alternative Rating Approaches: Roads to Greater Accuracy?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. New York City.
- Powell, D.M., Goffin, R.D., & Gellatly, I.R. (2006, May). *Broad versus narrow traits:*

- Advantages for adverse impact against women.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Dallas.
- Rieder, M., Rothstein, M.G., Goffin, R.D., & Krajewski, H.T. (2005, May). *Effects of personality on evaluations of clinical competence in medical students.* Paper presented at the Ontario Medical Education Network Educational Research Symposium 2005, London, Canada.
- Olson, J. M., Goffin, R. D., & Haynes, G. A. (2005, June). *A relative percentile measure of attitudes.* Invited presentation at the Social-Personality Pre-Conference, Canadian Psychological Association, Montreal, Quebec.
- Valentine, R., Goffin, R.D., & Jelley, R.B. (2005, June). *Individual differences and leniency in performance appraisal.* Presented at the Annual Convention of the Canadian Psychological Association. Montreal, Quebec.
- McCarthy, J.M., Zweig, D., & Goffin, R.D. (2005, April). *From the referee's perspective: The impact of personal characteristics and referee reactions to letters of recommendation.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Los Angeles.
- Krajewski, H. T., & Goffin, R. D. (2005, March). *Personality testing in the workplace: best practices for picking the best tests.* Invited panel discussion and presentation at the Labour Law and Workplace Privacy Conference of Lancaster House and the Law Society of Upper Canada, March 3rd, Toronto, Ontario.
- Rothstein, M.G., Goffin, R.D., Krajewski, H.T., & Reider, M. (2004, April) *Relations between personality, academic performance, and clinical competence in medical school students.* (2004, April) Presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago.
- McCarthy, J.M., & Goffin, R.D. (2003, August). *Job interview anxiety: Conceptualization of a new realm.* Presented at the Annual Conference of the Academy of Management, Seattle, Washington.
- McCarthy, J.M., & Goffin, R.D. (2003, June). *Employment interview anxiety: An assessment of gender differences.* Paper presented at the 2003 annual meeting of the Administrative Sciences Association of Canada, Halifax, Canada.
- Goffin, R.D., & Jelley, R. B. (2003, April). *Facilitating Social Comparisons in Performance Appraisal.* Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Orlando.
- Krajewski, H.T., & Goffin, R.D. (2003, March). *Gender, Situational Constraint, and the Prediction of Occupational Coping Strategies.* The APA/NIOSH Fifth interdisciplinary conference on work and stress. Toronto.

- Krajewski, H.T., & Goffin, R.D. (2003, March). *The importance of stress to individual job performance*. The APA/NIOSH Fifth interdisciplinary conference on work and stress. Toronto.
- McCarthy, J.M., Goffin, R.D., Rothstein, M. G., & Johnston, N. (2002, October). *Structured interviews and the assessment center: Issues of construct and criterion-related validity*. Paper presented at the 30th annual meeting of the International Congress on Assessment Centers, Pittsburgh, Pennsylvania, October.
- Rothstein, M.G., Krajewski, H.T., Goffin, R.D., & Johnston, N. G. (2002, October). *Is personality related to assessment center performance? The depends on how old you are*. Paper presented at the 30th annual meeting of the International Congress on Assessment Centers, Pittsburgh, Pennsylvania, October.
- Krajewski, H.T., & Goffin, R.D. and Partridge, K. (2002, June). *Coping Efficacy at Work: Increasing Employees' Confidence about Solving Problems*. Presented at the Annual Conference of the Canadian Psychological Association, Vancouver.
- Goffin, R.D., & Anderson, D.W. (2002, April). *Differences in Self- and Superior-Ratings of Performance: Personality Provides Clues*. Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Toronto.
- Krajewski, H.T., Goffin, R. D., Johnston, N. G., & Rothstein, M. G. (2002, April). *Personality and the Managerial Assessment Center: The Moderating Effect of Candidate Age*. Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Toronto.
- Jelley, R. B., Goffin, R. D., & Wagner, S. H. (2001, May). *Does inducing halo improve performance rating accuracy?* Presented at the annual meeting of the Administrative Sciences Association of Canada, London, Ontario.
- Krajewski, H. T., & Goffin, R. D. (2001, May). *Examining cross-situational relations of personality to organizationally-relevant coping strategies*. Presented at the annual meeting of the Administrative Sciences Association of Canada, London, Ontario.
- Krajewski, H. T., & Goffin, R. D. (2001, June). *Predicting cross-situational coping responses with narrow versus broad personality traits*. Presented at the annual convention of the Canadian Psychological Association, Sainte-Foy, Quebec.
- Anderson, D.W., & Goffin, R. D. (2001, April). *Does personality testing lead to gender bias in selecting managers?* Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, San Diego.
- McCarthy, J. M. & Goffin, R. D. (2000, April). *A psychometric investigation of the test attitude survey*. Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, New Orleans.
- Jelley, R. B., & Goffin, R. D. (1999, June). *Improving feedback accuracy: Effects of rater*

priming and rating scale format. Presented at the annual meeting of the Administrative Sciences Association of Canada, Saint John, New Brunswick.

McCarthy, J.M., & Goffin, R. D. (2000, July). *Test-Taking Anxiety in a selection context: The moderating role of applicant gender.* Presented at the Administrative Sciences Association of Canada and International Federation of Scholarly Associations of Management joint conference, Montreal.

McCarthy, J. & Goffin, R. D. (1999, April). *The predictive validity of three standardized letter of recommendation formats.* Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Atlanta, Georgia.

Goffin, R. D., Ashton, M. C., & Jackson, D. N. (1998, August). *Personality testing in personnel selection: An investigation of gender bias.* Presented at the annual convention of the American Psychological Association, San Francisco, California.

Gellatly, I. R., & Goffin, R. D. (1998, April). *Self, supervisor and peer measures of organizational commitment: Internal and external relations.* Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Dallas, April, 1998.

Wagner, S. H., & Goffin, R. D. (1996, April). *Differences in accuracy of individual and comparative performance appraisal methods.* Presented at the 1996 conference of the Society for Industrial and Organizational Psychology (Division 14 of APA), San Diego.

Goffin, R. D., Rothstein, M. G., & Johnston, N.G. (1995, May). *A comparative evaluation of a construct-driven and an empirically-derived personality test in personnel selection.* Presented at the 1995 conference of the Society for Industrial and Organizational Psychology (Division 14 of APA), Orlando, Florida.

Goffin, R. D., Christiansen, N. D., Johnston, N. G., & Rothstein, M. R. (1994, April). *Correcting for faking: Effects on predictive validity of the 16PF.* Presented at the conference of the Society for Industrial and Organizational Psychology (Division 14 of APA), Nashville.

Rothstein, M. G., Goffin, R. D., & Johnston, N. (1993, April). *The Personality Research Form and job performance.* Presented at the conference of the Society for Industrial and Organizational Psychology (Division 14 of APA), San Francisco.

Goffin, R. D., & Majid, S. (1992, June). *Determining employee requirements from job analysis results: An empirical approach.* Presented at the Canadian Psychological Association conference. Quebec City.

Woods, D. M., & Goffin, R. D. (1992, June). *Selection of law enforcement personnel using personality measures: Effects of "faking good."* Presented at the Canadian Psychological Association conference. Quebec City.

Goffin, R. D., Gellatly, I. R., Paunonen, S. V., Jackson, D. N., & Meyer, J. P. (1992, May).

Some unexpected findings in the comparison of performance rating formats. Presented at the conference of the Society for Industrial and Organizational Psychology (Division 14 of APA). Montreal.

Byrne, B. M., & Goffin, R. D. (1991, April). *Five approaches to multitrait-multimethod analyses: Examining the convergence of findings.* Presented at the American Educational Research Association conference. Chicago.

Goffin, R. D., & Jackson, D. N. (1990, October). *The composite direct product method in the analysis of multitrait-multimethod matrices.* Presented at the Society of Multivariate Experimental Psychology conference. Newport, Rhode Island. (continued...)

Goffin, R. D., & Jackson, D. N. (1990, June). *Analysis of multidimensional performance appraisal data using the Composite Direct Product method.* Presented at the Canadian Psychological Association conference. Ottawa.

Goffin, R. D., & Jackson, D. N. (1989, June). *Questionnaire validation using the multitrait-multimethod matrix.* Presented at the Canadian Psychological Association conference. Halifax.

Goffin, R. D. (1989, April). *Personnel selection testing using measures of cognitive ability: Past and future directions in the federal public service.* Colloquium. Personnel Psychology Centre, Public Service Commission. Ottawa.

Gellatly, I. R., Goffin, R. D., Paunonen, S. V., Meyer, J. P., & Jackson, D. N. (1988, June). *Predictors of job performance in first-line managers in the food service industry.* Presented at the Canadian Psychological Association conference. Montreal.

Goffin, R. D. (1988, January). *Sternberg's triarchic theory of intelligence: Implications for personnel selection testing.* Colloquium. Personnel Psychology Centre, Public Service Commission. Ottawa.

PUBLISHED AND IN PRESS ABSTRACTS, COMMENTS, BOOK REVIEWS, ENCYCLOPEDIA ENTRIES, AND REPRINTED ARTICLES

Simner, M. L. & Goffin, R. D. (2004). A Position Statement by the International Graphonomics Society on the Use of Graphology in Personnel Selection Testing -- Abstract reprinted in the Spring, 2004 *Bulletin of the International Graphonomics Society, Vol 17 (1)*, p. 15.

RESEARCH FUNDING: (R. Goffin is sole PI unless otherwise indicated):

Social Sciences and Humanities Research Council of Canada. "The management of employee

work performance: Improving a vital but defective human resource process” R. Goffin sole investigator; \$155,388.00 awarded for the period of April 1, 2014 to March 31, 2018.

Mitacs Accelerate. “A Comparison of Polytomous Item Response Theory Models in the Creation of a Personality Computer Adaptive Test.” Carswell, J. Goffin, R.D., & Schneider, T.J. \$15,000 awarded in January, 2013 to cover a four-month research and development project.

Social Sciences and Humanities Research Council of Canada. “Leveraging the Value of Personality Assessment in Human Resources Management.” \$58,496 awarded in April, 2010 to cover a period of three years.

Canadian Institutes of Health Research: Advancing Theoretical and Methodological Innovations in Health Research. Reid, G.J. , Tobon, J., Stewart, S., Evans, B., Brown, J.B., & Goffin, R. Continuity of Care in Children's Mental Health: Development of a Measure (2 years). \$195,482 Awarded for two years, April 2010 to March 2012.

Social Sciences and Humanities Research Council of Canada. “Personality Assessment in Human Resources Management.” \$107,981 awarded in April, 2007 to cover a period of three years.

The Provincial Centre of Excellence for Child and Youth Mental Health at CHEO. Reid, G.J. Shanley, D. (co-PI) Goffin, R., Brown, J.B., Evans, B., Stewart, S., & Wolfe, V. (2005-07) Parents' conceptualization of child mental health problems: Development of a self-report measure. \$148,665 awarded in May 2005 to cover a period of three years.

Social Sciences and Humanities Research Council of Canada. AUsing Social Comparisons to Improve Employee Performance Appraisal@ - \$60,291 awarded in 2003 to cover a period of three years (extended to March 31, 2007)

Agnes Cole Dark Fund, Faculty of Social Science: AEffectiveness and adaptation at work: The relevance of approach coping efficacy@ - \$2,445.00 awarded in April, 2004 to cover a period of one year.

Social Sciences and Humanities Research Council (internal): AFacilitating Social Comparisons in Performance Appraisal.@ \$1,240.00 awarded to cover travel costs associated with presenting at the 2003 Society for Industrial-Organizational Psychology Conference.

Robert L. Heneman Research Grant, Ohio State University. ASerial versus parallel performance rating formats@ - \$8,025.00 awarded to cover the period from September 2002 to December 31, 2003.

Faculty of Social Sciences: ARater Personality and Performance-Evaluation Leniency@ - \$2000 awarded in April, 2002 to cover a period of one year.

Syncrude Canada Ltd.: “Preemployment personnel selection testing” \$19,417.48 awarded in April, 2001 to cover a period of two years (co-PI with I. Gellatly). (continued...)

Social Sciences and Humanities Research Council of Canada: AKey issues in organizational applications of personality assessment@ - \$43,000 awarded in 1999 to cover a period of three years.

Dean's Grant: APersonality Assessment in Personnel Selection@ - \$5,000 awarded in 2001 to cover a period of 2 two years at \$2,500/year.

Faculty of Social Sciences, ARater Personality and Performance Evaluation Leniency@ - \$2,000 awarded in 2002 for one year.

Social Sciences and Humanities Research Council of Canada Internal Grant: Using personality assessment in personnel selection testing: Effects and nature of test-taking attitudes. \$3500 awarded in 1998 to cover a period of one year.

Dean's Grant, Faculty of Social Sciences: AKey Issues in Organizational Applications of Personality Assessment. \$1,500 awarded in 1998 to cover a period of two years.

Social Sciences and Humanities Research Council Internal Grant: APersonality Testing in Personnel Selection: An Investigation of Gender Bias.@ \$1,000.00 awarded to cover travel costs associated with presenting at the 1998 APA convention.

Social Sciences and Humanities Research Council Internal Grant: APersonality Testing in Personnel Selection: Is it Biased Against Women?@ - \$4,000.00 awarded in 1996 to cover a period of one year.

Richard Ivey School of Business, Plan for Excellence, AThe Structure of Personality in Job Applicants versus Job Incumbents@, \$3000 awarded to Mitchell G. Rothstein and Richard D. Goffin in 1996 to cover a period of one year.

Faculty of Social Science, ATest-taking Attitudes,@ \$350 awarded in 1995 to cover one year.

Social Sciences and Humanities Research Council of Canada, "Managerial Innovation: Its Personological and Organizational Foundations," \$120,000 awarded to Douglas N. Jackson, Mitchell G. Rothstein, and Richard D. Goffin in 1992 to cover a period of three years: \$79,000 for 1992-1993, \$25,000 for 1993-1994, \$16,000 for 1994-1995.

ACADEMIC/PROFESSIONAL EMPLOYMENT:

The University of Western Ontario, Faculty of Social Science, Department of Psychology. Full Professor (with tenure). 2008-present.

The University of Western Ontario, Faculty of Social Science, Department of Psychology. Associate Professor (with tenure). 1998-2008.

The University of Western Ontario, Faculty of Social Science, Department of Psychology.

Assistant Professor (tenure track). 1995-1998.

Northern Illinois University, College of Liberal Arts and Sciences, Department of Psychology.
Assistant Professor (tenure-track). 1992-1995.

Weyerhaeuser Canada, Industrial/Organizational Consultant (summer contract). 1992.

Social Sciences and Humanities Research Council of Canada. Postdoctoral Fellow. 1990-1992.

The University of Western Ontario, Faculty of Social Science, Department of Psychology. Part-Time, Assistant Professor. 1990-1992.

Revenue Canada Taxation, Human Resources Branch. Industrial/Organizational Psychology Specialist. 1989-1990.

Public Service Commission of Canada, Personnel Psychology Centre. Industrial/ Organizational Psychology Specialist. 1987-1989.

SCHOLARLY AND PROFESSIONAL ACTIVITIES:

Associate Editor: Journal of Personnel Psychology, 2010-2014

*Editorial Board Memberships: Journal of Personnel Psychology, 2009-2010
2014 - present*

Awards Evaluator: American Psychological Association Distinguished Scientific Contribution award, 2005-2006.

Book Reviewer: John Wiley & Sons
ITP Nelson
Nelson Thomson Learning
Wadsworth
Worth

Conference Submissions Reviewer:

Academy of Management
Administrative Sciences Assoc of Canada
Society for Industrial and Organizational Psychology

Grant Reviewer: Social Sciences and Humanities Research Council of Canada
Department of National Defense - Academic Research Program

Journal Reviewer: *Canadian Journal of Administrative Science*
Canadian Journal of Behavioral Sciences
Canadian Psychology
European Journal of Work and Organizational Psychology
International Journal of Human Resource Management

Journal of Applied Psychology
Journal of Organizational Behavior
Journal of Occupational and Organizational Psychology
Journal of Occupational Health Psychology
Journal of Personality Assessment
Journal of Personnel Psychology
Journal of Police and Criminal Psychology
Management Research News
Multivariate Behavioral Research
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Perspectives on Psychological Science
PLOS One
Psychological Bulletin
Psychological Assessment
Psychological Methods
Social Behavior and Personality: An International Review
Social Cognition

External Examiner (promotion and tenure): Royal Military College
Wilfrid Laurier University

SIGNIFICANT UNIVERSITY ADMINISTRATIVE DUTIES:

Chair: Psychology Graduate Awards Committee, 2006-2010.
 Psychology Graduate Affairs Committee; 2005-2006.
 Graduate Selection Committee, I/O Area, 2003-present
 Research Unit on Work and Productivity, 1996-1998

Co-Executive Officer: Graduate Affairs, Department of Psychology. 2006-2008

Member:

Medical Admissions Committee, Health Sciences, 2012-2015
 First Nations Admissions Committee, Health Sciences, 2012-2015.
 Appointments Committee, Management and Organizational Science, 2010-2012
 Industrial/Organizational Area Search Committee, Psychology, 2010-present.
 Survey Data Centre Advisory Committee, Faculty of Social Science; Sept., 2005-2006.
 Research Unit for Work and Productivity- Executive Committee, 2003-present.
 Personality and Measurement Area Faculty Search Committee, Psychology, 2002-2005, 2006-2007.
 Non-medical Ethics Review Board, University, 1998-2000, 2002- 2007. (continued...)
 Psychology Graduate Selection Committee, 2002, 2007-2011.
 Ethics and Subject Pool Committee, Psychology, 1998-2000, 2003-2007, 2010-12.
 Executive Committee, Faculty of Social Science, UWO. 1996-2000; 2006-2007. (continued...)
 Industrial-Organizational Area Ph.D. Comprehensive Examination Committee, Psychology, 1995-present.

Psychology Graduate Awards Committee, 2005-2006.
Psychology Annual Performance Evaluation Committee, 2003-2006, 2013-present.
Joint Promotion and Tenure Committee, Faculty of Social Science, 2010-2013.
Psychology Promotion and Tenure Committee, 2002-2005, 2010-2013
Non-medical Ethics Review Board (alternate member), University, 2001-2002.
Space Committee, Psychology, 1998-2000.
Nominations Committee, Psychology, 1997-1999.
Salary Committee, UWO Faculty Association, 1995-1997.
Undergraduate Curriculum and Standards Committee, Psychology, Northern Illinois University (NIU). 1992-1995.
Search Committee for Industrial/Organizational Faculty, Psychology, NIU. 1994-95.
Social-Organizational Area Comprehensive Examination Committee, Psychology, NIU. 1992-95.
Graduate Selection Committee, Social-Organizational Area, Psychology, NIU, 1992-1995.

MEMBERSHIP IN FACULTY/SCHOOL OF GRADUATE STUDIES

Master's and Ph.D. supervisory status, UWO 1997-present.
Master's and Ph.D. supervisory status, UWO, pro-tem, 1996-1997.
Master's and Ph.D. supervisory status, Northern Illinois University, 1993-1997.

GRADUATE SUPERVISION: (Dept. of Psychology, UWO, unless otherwise indicated)**Doctoral Dissertation Chief Advisor:**

Kabir Daljeet, in progress
 Kevin Doyle, in progress
 Justin Feeney, in progress
 Travis Schneider, defended December, 2015
 David Woycheshin, defended August, 2008.
 Deborah Powell, defended December, 2007.
 Henryk Krajewski, defended August, 2004.
 Blake Jelley, defended April, 2004.
 Julie McCarthy, defended November, 2002.

Doctoral Dissertation Co-Chief Advisor:

Erica Giammarco, in progress
 Rhys Lewis, defended March, 2011.
 Marie Roman, Psychology-Northern Illinois University (NIU), defended February, 1997.

Doctoral Dissertation Advisory Committee Member:

L. Veselka, defended Summer 2015
 J. Tobon, defended Summer 2013
 T. Illic, Defended Spring 2013
 A. Taylor, defended Summer, 2012
 C. Kam, defended Spring 2012. (continued...)

Doctoral Dissertation Advisory Committee Member: (continued)

E. Maltin, defended Summer, 2011.
 E. Lebel, defended Summer, 2011
 Amanda Poole, 2009-2011
 Natasha Parfyonova, defended Summer, 2009
 James O'Brien (Ivey School of Business), defended Fall, 2008
 Dianne Shanley (Hadley), defended Spring, 2008
 Lynne Herscovitch, defended, Fall, 2003.
 David Anderson, defended, August, 1999.
 Karthryn Winter, defended, November, 1999.
 Adelheid Nicol, defended, June, 1999.
 Steven Mitchell, defended, January, 1999.
 Geraldine Becker, Psychology-NIU, defended, May, 1995.

Master's Thesis Chief Advisor:

Kabir Daljeet, defended August, 2015.
 Kevin Doyle, defended August, 2013.
 Justin Feeney, defended August, 2011.
 Christy Zhou, defended July 2010
 Travis Schneider, defended July, 2010.
 Barbara McIntyre, defended August, 2005.
 Henryk Krajewski, defended, September, 2000.

Blake Jelley, defended, July, 1998.
 Julie McCarthy, defended, September, 1998.
 Shawn Mikulay, Psychology-NIU, defended, May, 1995.
 Stephen Wagner, Psychology-NIU, defended, May, 1995.

Master's Thesis Co-Chief Advisor:

Rhys Lewis, defended August, 2006.

Master's Thesis Committee Member:

Erica Giammarco, defended Summer 2014
 Aaron Halliday, defended Summer 2013
 K. Kisinger, defended Summer, 2012
 R. Taraff, defended Summer, 2012
 H. Woodley, defended Summer 2012
 Matthew McLarnon, defended Summer 2011
 Sheerin Thussu, defended Summer, 2010
 Leah Sheppard, defended July, 2009
 Kathryn Turnbull, defended June 23, 2009
 Glen Smith, defended April 20, 2007
 Zhen Zhang, defended April 19, 2007
 Tom O'Neill, defended April 2, 2007
 Michael Battista (Chair), defended August 17, 2006
 Timothy Jackson, defended July 25, 2006.
 Sandra Lackenbauer (Chair), August, 2005
 Sarah Ross (Irwin), defended June, 2005.
 Taline Sethian, defended, February, 2005.
 Kristin Anglin, defended, August, 2000.
 Michael Parkes, defended, July, 2000.
 Kathleen Boies, defended, May 1999.
 Paul MacDonald, defended, September, 1996.

Doctoral Dissertation Examining Committee Member (Departmental Oral Exam):

E. Lebel, Winter, 2011
 E. Maltin, Summer, 2011
 A. Taylor, Summer 2011
 Andrea Loster-Baier (Chair), June, 2004.
 David Stanley, March, 2004
 Lynne Herscovitch, August, 2003.
 Ken Meadows (Chair), November, 2002
 Sungjin Hong, April, 2002
 Paul MacDonald, February, 2002
 David Anderson, July, 1999
 Kathleen Dindoff, July, 1999
 Karthryn Winter, November, 1999.
 Adelheid Nicol, April, 1999.
 Michael Ashton, July, 1998.

Steve Mitchell, January, 1998.
 Paul Tremblay, March, 1998
 Peter Bradley, July, 1997.
 John Wickett, June, 1997.
 Deborah Reitzel-Jaffe, February, 1997.

Doctoral Dissertation Examining Committee Member (Senate Oral Exam):

Etienne LeBel, Summer 2011
 A. Snihur (Chair) 2011
 Chester Kam Spring 2012
 James O'Brien (Ivey) 2009
 G. Kroliczak (Chair) 2005
 David Stanley, June, 2004.
 Patricia Sears, English, January, 2003 (Chair)
 Kelly Bean, August 2001
 Jonasson, R. Political Science, June 2000 (Chair)
 David Anderson, August, 1999
 Adelheid Nicol, June, 1999.
 Steve Mitchell, August, 1998.
 Michael Ashton, August, 1998.
 Peter Bradley, September, 1997
 John Wickett, August, 1997.
 Deborah Reitzel-Jaffe, June, 1997.

External Examiner of Doctoral Candidate:

Thomas Oliver, University of Guelph, December, 2012
 Thomas Wiens, University of British Columbia, May, 2017

Master's Thesis External Examiner:

Kevin Yeasting, Lakehead University, August, 1996.
 Lisa Brand, James Cook University, Australia, 2011.

UNDERGRADUATE SUPERVISION:

Honour's Thesis Supervisor

Peter Seligman, 2017
 Daniela Petersson, 2016
 Rebecca Factor, 2015.
 Taylor Spring, 2013.
 Kabir Daljeet, 2011
 Julie Russell, 2010
 Isaac Jang, 2009.
 Ashley Falco, 2008
 Erica Skinner, 2007
 Beth Harrington, 2006
 Amy Stevens, 2005

Robyn Valentine, 2004
Aaron Groulx, 2003
Khai Huynh, 2002
Jessica Proctor, 2000
Lisa Jeffrey, 1999
Raymond Lum, 1998
Henryk Krajewski, 1997
Andre Popadyneec, 1996
Ryan Stanga, 1996
Debra Woods, 1992

Research Apprenticeship Supervision:

Liz Kelley, 1998
Judy Burns, 1997

Independent Studies Supervision:

Kabir Daljeet, 2011
James Yip, 1998
Jason Syrie, 1997
Jason Syrie, 1996

Undergraduate Academic Counselor

Northern Illinois University, 1992-1995.

COURSES TAUGHT:**The University of Western Ontario, Graduate Courses.**

Doctoral Seminar in Industrial-Organizational Psychology (Psychology 9642). January 2012 – April, 2012.

Research in Personality Assessment (Psychology 9580). Research on several cutting edge topics in the assessment of individual differences, e.g., multitrait-multimethod analysis, dissimulation or faking of personality test responses, the assessment of broad versus narrow personality traits. Included a hands-on research component. 2008, 2009, 2010, 2011, 2012.

Research Methods in Industrial-Organizational Psychology (Psychology 599b). January 2007–April, 2007.

Foundations of Industrial/Organizational Psychology (Psychology 842). A broad overview of core topics in industrial/organizational psychology. Team taught. 2004-present. Not counted towards teaching load.

Topics in Industrial/Organizational Psychology: Job Analysis, Recruitment, and Selection (Psychology 840 or 9612). Application of psychological theory and methods for the purpose of insuring that the individuals hired by an organization are likely to be successful employees. 1995, 1998, 2002, 2004, 2009,

Topics in Industrial/Organizational Psychology: Performance Appraisal and Criterion Issues (Psychology 841 or 9611). Application of psychological theory and methods for the purpose of appropriately measuring a key criterion variable within work-settings, that is, job performance. 1996, 1999, 2002, 2005, 2011.

Practicum in Industrial/Organizational Psychology (Psychology 589y). 1997-1998; 2000-2012. Not counted towards teaching load.

The University of Western Ontario, Undergraduate Courses.

Special Topics in Industrial and Organizational Psychology: Psychology in the Workplace: Recruiting, Selecting and Evaluating Individuals (Psychology 388g). Psychological theory, methods, and research relevant to recruiting, selecting, and evaluating individuals in workplaces. 2004.

Special Topics in Industrial and Organizational Psychology: Challenges and Controversies in Assessing and Managing Employee Job Performance (Psychology 4690G). application of psychological theory and methods for the purpose of appropriately assessing and managing employee job performance in work settings. 2011.

The Psychology of People, Work, and Organizations (Psychology 164). An introduction to the study and practice of industrial/organizational psychology. 1996-1997, 1997-1998, 1998-

1999, 1999-2000, 2002-2003, 2003-2004

(continued...)

The University of Western Ontario, Undergraduate Courses. (continued)

Special Topics in Psychology: Performance Appraisal and Related Issues (Psychology 384g).

Theories of job performance, attempts to improve performance ratings, and the evaluation of performance ratings from the perspectives of errors, accuracy and qualitative issues. 1998.

Research in Personality Assessment (Psychology 356/3580). Research on several cutting edge topics in the assessment of individual differences, e.g., multitrait-multimethod analysis, dissimulation or faking of personality test responses, the assessment of broad versus narrow personality traits. Included a hands-on research component. 1997, 1999, 2000, 2001, 2003, 2006, 2007, 2008, 2009, 2011, 2012, 2013.

Special Topics in Psychology: Personnel Recruitment and Selection (Psychology 384g, 3690f/g).

Undergraduate course covering the application of psychological theory and methods for the purpose of insuring that the individuals hired by an organization are likely to be successful employees. 1996, 2012.

Special Topics in Psychology: Issues in the Measurement of Job Performance, Job Satisfaction, and Related Constructs (Psychology 488f). Undergraduate course covering the application of psychological theory and methods for the purpose of accurately measuring key criterion variables within work-settings. 1995.

Introduction to Industrial and Organizational Psychology (Psychology 266). An intermediate-level introduction to the theories, methods, findings, and applications of industrial/organizational psychology. 1991.

Northern Illinois University, Graduate Courses

Quantitative Methods (Psychology 506). Graduate course covering simple and multiple linear regression, and regression-based designs. 1995.

Studies in General Psychology-Quantitative (Psychology 571d). Graduate special topics course focusing on structural equation modeling. Northern Illinois University. 1994.

Personnel Psychology (Psychology 526t). Graduate course on theory, research, and practice of personnel psychology (e.g., performance appraisal, personnel selection, job analysis). Northern Illinois University. 1992.

Northern Illinois University, Undergraduate Courses

Industrial/Organizational Psychology (Psychology 471). A senior-level undergraduate course covering theory, research, and practice of industrial/organizational psychology. Northern Illinois University. 1992, 1993, 1994, 1995.

MEMBERSHIP IN ACADEMIC/PROFESSIONAL SOCIETIES:

Academy of Management
 American Psychological Association (Divisions 5 and 14)
 Canadian Society for Industrial and Organizational Psychology (affiliated with CPA)
 Society for Industrial and Organizational Psychology

RESPONSIBILITIES IN ACADEMIC/PROFESSIONAL SOCIETIES:

Member: Program Committee, Society for Industrial and Organizational Psychology, 1998.

Internationalization Committee, Research Methods Division, Academy of Management, 2004-2005.

MEDIA INTERVIEWS:

Interviewed and quoted as an expert in pre-employment testing in *HRMonline*, May 2014, pp. 38-39.

Interviewed by reporter Jennifer Yang for article in Metro newspaper (a national “commuter” newspaper), July 25, 2007, as expert on use of personality assessment in personnel selection.)

Research by Feeney, Goffin, McCarthy (2012) covered by the *Kansas City Star*, *Business News Daily*, *Men’s Health News*, and *the Grindstone*, in March 2012

Media Coverage of Research: Research mentioned in *Globe and Mail* article on May 15, 2004; A How to keep your cool at the interview.@

Interviewed and quoted in *Globe and Mail* article on December 26, 2003; ADifferent strokes.@

Interviewed and quoted in *Toronto Star* article on June 7, 2003; ALiar, liar.@

Interviewed and quoted in *Globe and Mail* article on July 7, 2002, ALies are written all over your face.@

Interviewed and quoted in *HTC - Canada=s Hi-Tech Career Journal*, Volume 3, Issue 8, September, 2000. APre-employment testing: a good way to match people to jobs.@

Quoted, and my research was discussed in *Across The Board: The Conference Board Magazine*, 70, Nov/Dec, 1997, 18-23, ABeyond appearances: Testing executives before you hire.@

Graduate Student Career Development Session

Arranged and hosted “Meet the Industrial-Organizational Consultant” day. An experienced I/O consultant, Dr. David Anderson visited. He gave presentations on career issues to 12 graduate students and met in small groups, and over lunch, with interested graduate and undergraduate

students. January 20, 2014.