

November 15, 2022

**CURRICULUM VITAE****NAME:** Richard D. Goffin Ph.D.**ADDRESS:** Department of Psychology, Western University, London, Ontario, Canada  
N6A 5C2**TELEPHONE:** 519-661-2111 x84641 (W)**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. Specialization: Personality and  
Quantitative Psychology. 1983.

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

**DISTINCTIONS, HONORS, FELLOWSHIPS AND SCHOLARSHIPS:**

Research Grant (“Maximizing the Value of Personality Assessment in Human Resource Management”) submitted to Social Sciences and Humanities Research Council was *ranked second within the 40 successful applications to Committee 14A* (Business, management and related fields). *Sextile category: First*. April 2020. (see Research Funding section for grant details).

Twenty-five Year Service Award, University of Western Ontario. Received in October, 2020 for attaining twenty-five years of continuous service with Western University. Value: \$400.

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 (whom I supervise).

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).

**DISTINCTIONS, HONORS, FELLOWSHIPS AND SCHOLARSHIPS (continued):**

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.

**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 Biobehavioral Research*  
*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): State University of New York at Albany  
 Royal Military College  
 Wilfrid Laurier University

**SIGNIFICANT UNIVERSITY ADMINISTRATIVE DUTIES:**

**Chair:** Psychology Ethics and Subject Pool Committee, 2018-2019 (until Sabbatical in 2019)  
 I/O Psychology Search Committee, 2018-2019  
 Psychology Graduate Awards Committee, 2006-2010.  
 Psychology Graduate Affairs Committee; 2005-2006.  
 Graduate Selection Committee, I/O Area, 2003-2018  
 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:**

Cullen McCurrach, in progress

Kabir Daljeet, defended Summer 2021

Erica (Giammarco) Sutherland, defended Summer 2020

Kevin Doyle, defended Summer 2018

Justin Feeney, defended Summer 2018

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:**

Rhys Lewis, defended March, 2011.

Marie Roman, Psychology-Northern Illinois University (NIU), defended February, 1997.

**Doctoral Dissertation Advisory Committee Member:**

N. Baird, in progress

S. Carver, in progress

J. Choi., in progress

H. Dave, in progress

T.E. Kwan, in progress

H. Lee, in progress

C. Kowalski, in progress

A. McGregor, in progress

R. Plouffe, defended Summer 2020

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...)

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:**

Cullen McCurrach, defended August, 2021  
 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:**

S. Kumar, defended Summer 2020  
 T. Coppins, defended Summer 2019  
 A. McGregor, defended Summer 2018  
 N. Ouslis, defended Summer 2018  
 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):**

C. Lau, Summer, 2021  
 R. Plouffe, Summer 2020  
 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**

Hsueh, Chloe, 2021

He, Zongyang, 2020

Moon, Ben, 2019

Sharma, Rohin, 2019

Irene Zhang, 2018

Peter Seligman, 2017

Fan Lie; 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 Popadynec, 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 Afaking<sup>®</sup> 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, 2012, 2015, 2018.

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, 2014, 2017, 2020..

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

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

Using Psychology to Manage and Measure Employee Work Performance (Psychology 3610g). A look at the management and measurement of employee work performance through a psychological lens. 2015, 2016, 2017, 2018, 2020, 2021 (in progress).

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 to 2021 (in progress).

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.

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

Social Sciences and Humanities Research Council of Canada. Research Grant “Maximizing the Value of Personality Assessment in Human Resource Management” R. Goffin sole investigator; \$130,066 awarded for the period of April 1, 2020 to March 31, 2023.

Faculty Research Development Grant. “Pre-employment Personality Assessment: General Factors and Faking.” \$9,992.65 awarded for January 1 2019 to December 31, 2019.

Social Sciences and Humanities Research Council of Canada. Research Grant “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. "Using 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: "Effectiveness 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): "Facilitating 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. "Serial versus parallel performance rating formats" - \$8,025.00 awarded to cover the period from September 2002 to December 31, 2003.

Faculty of Social Sciences: "Rater 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: "Key issues in organizational applications of personality assessment" - \$43,000 awarded in 1999 to cover a period of three years.

Dean's Grant: "Personality 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, "Rater 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: "Key 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: “Personality 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: “Personality 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, “The 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, “Test-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.

#### **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

#### **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.

#### **BOOK CHAPTERS:**

Goffin, R. D. (2016). 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

#### **PUBLICATIONS IN PEER-REVIEWED JOURNALS:**

Carver, S., Goffin, R., & McCurrach, C. (under review). Should Faking be Reviled or Revered in Pre-employment Personality Testing? *Personality and Individual Differences*.

Daljeet, K., Goffin, R.D., & Feeney, J. (under review). Differences in rater reactions to social-comparative and absolute performance feedback. *Journal of Personnel Psychology*.

Daljeet, K., Moon, B., & Goffin, R.D. (under review). Individual Differences in Preferences for Social-Comparative Performance Ratings. *International Journal of Selection and Assessment*.

Feeney, J., Daljeet, K., Goffin, R.D., Doyle, K., & Factor, R. (under review). Improving Multi-Source Performance Ratings with Social-Comparative Ratings. *Human Performance*.

Feeney, J., Goffin, R.D., & Kemp., C. (under review). Evaluation of Faking Warning Efficacy among Military Candidates. *Military Psychology*.

Sutherland, E., Goffin, R.D., Doyle, K., Factor, R., Daljeet, K., Feeney, J., Carswell, J. (under review). Leadership Feedback Deprivation: Are High Flyers Flying in the Dark? *Consulting Psychology Journal*.

Daljeet, K., Feeney, J., & Goffin. (in press). Reactions to Negative Feedback: The Role of Resiliency and Implications for Counterproductivity. *Journal of Behavioral and Applied Management*

Feeney, J.R., Goffin, R.D., & Beshai, S. (in press). Applicant faking warnings: Are they really effective? *Personality and Individual Differences*

Feeney, J., McCarthy, J., Daljeet, K. & Goffin, R.D. (in press). Test-Taker Reactions to Rejection: Comparing Absolute and Social-Comparative Feedback. *Current Psychology*.

Carver, S., Goffin, R., & Factor, R. (2021). Relative and absolute self-ratings of work performance: Does social comparison lead to an enhanced thought process in self-evaluations? *International Journal of Selection and Assessment*. 29, 336-351.

- Schermer, J.A., Goffin, R. D. (2021). The structure of an intelligence measure when higher and lower personality scorers are compared. *Personality and Individual Differences*, 168, Article# 110402.
- Schermer, J.A., Goffin, R. D., & Biderman, M.D. (2020). Testing the differentiation of personality hypothesis in a sample of managerial candidates. *Personality and Individual Differences*, 156, Article# 109766.
- Schermer, J.A., Krammer, G., & Goffin, R.D., & Biderman, M.D. (2020). Using the 16PF to Test the Differentiation of Personality by Intelligence Hypothesis. *Journal of Intelligence*, 8, Article# 8010012.
- Feeney, J.R., Gellatly, I.R., Goffin, R.D., & Inness, M. (2020). Organizational attachment: Conceptualization, measurement, and incremental prediction of work attitudes and outcomes. *Journal of Personnel Psychology*, 19, 113-124.
- Doyle, K.M., & Goffin, R.D. (2019). Peer-Rated Organizational Citizenship Behavior: Does Familiarity Improve Rating Quality? *Journal of Personnel Psychology*, 18, 129-137.
- Schermer, J.A., Krammer, G., & Goffin, R.D. (2019). The General Factor of Personality and faking: A cautionary note on the meaningfulness of the General Factor of Personality under different response conditions. *Personality and Individual Differences*, 137, 110-114.
- Doyle, K.M., & Goffin, R.D. (2018). Accountability and accuracy in subordinates' ratings of their supervisors' performance *Social Behavior and Personality*, 46, 1449-1460.
- Schermer, J. A., & Goffin, R. D. (2018). A tale of two general factors of personality in relation to intelligence and validity measures. *Personality and Individual Differences*, 124, 111-116.
- McLarnon, M.J., Goffin, R.D, Rothstein, M.G. (2018). Differentiation of cognitive abilities and the Medical College Admission Test. *Personality and Individual Differences*, 123, 50-55.
- 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. (2018). 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.
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Hsueh, T., McCurrach, C., & Goffin, R.D. (2022, June). The Association between Personality Keyword Utilization and the Accuracy of Referee Personality Ratings. Canadian Psychological Association Conference, Calgary.

McCurrach, C.M., & Goffin, R.D. (2022, May). Interventions to Improve the Accuracy of References: Accounting for Some Inaccuracies. Annual Conferences of the Association for Psychological Science, Chicago.

Carver, S.J., Goffin, R.D., & McCurrach, C. W. (2021, April) *Should Faking be Reviled or Revered in Pre-employment Personality Testing?* Presented at the Annual convention of the Society for Industrial-Organizational Psychology. Virtual. Peer-reviewed. Abstract published in Conference Proceedings.

- Sutherland, E., Goffin, R.D., Doyle, K.M., Factor, R.J., Daljeet, K., Feeney, J., Carswell, J. (2021, April). *Leadership Feedback Deprivation: Are High Flyers Flying Blind?* Presented at the Annual convention of the Society for Industrial-Organizational Psychology. Virtual. Peer-reviewed. Abstract published in Conference Proceedings.
- Feeney, J. Goffin, R.D., & Innes, M. (2020, August) *Developing and Validating a Measure of Organizational Attachment*. Symposium presentation accepted for presentation at the Annual Convention of the Academy of Management but withdrawn after it was changed from an in-person format to a virtual-asynchronous format, because of the poor quality of this format at the previous year's conference. Virtual. Peer-reviewed.
- Schermer, J.A. & Goffin, R.D. (2019, July). *Faking good and the general factor of personality from the Basic Personality Inventory*. Poster presented at the 2019 meeting of the International Society for the Study of Individual Differences, Florence, Italy.
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- Carver, S., Goffin, R.D., & Factor, R. (2019, May). Thought Processes Underlying Relative and Absolute Self-Ratings of Work Performance: Does Social Comparison Lead to an Enhanced Thought Process in Self-Evaluations? Presented at the annual convention of the Association for Psychological Science.
- Factor, R.J., & Goffin, R.D. (2018, May). *Reflection is not all it is cracked up to be: The effects of reflection following work performance feedback*. Presented at the annual meeting of the Association for Psychological Science, San Francisco. Peer-reviewed.
- Doyle, K.M., Goffin, R.D., Daljeet, K.N., Feeney, J.R., Factor, R.F., & Carswell, J. (2018, April). Examining Rating Source Differences in Multisource Narrative Performance Feedback. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago. Peer-reviewed.
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- Feeney, J.R., Goffin, R.D., McCarthy, J.M., & Daljeet, K.N. (2018, April). *Job applicant reactions to rejection: Will social-comparative feedback help?* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago. Peer-reviewed.
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- 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.
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- 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.

**MEMBERSHIP IN ACADEMIC/PROFESSIONAL SOCIETIES:**

Academy of Management  
American Psychological Association (Divisions 5 and 14)  
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; “How to keep your cool at the interview.”

Interviewed and quoted in *Globe and Mail* article on December 26, 2003; “Different strokes.”

Interviewed and quoted in *Toronto Star* article on June 7, 2003; “Liar, liar.”

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

Interviewed and quoted in *HTC - Canada=s Hi-Tech Career Journal, Volume 3, Issue 8*, September, 2000. “Pre-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, “Beyond 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.