

Jan Corstjens, PhD

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ACADEMIC POSITIONS

Research Fellow 02/2022–Present
Lee Kong Chian School of Business, Singapore Management University, Singapore.

PhD Candidate/Teaching Assistant 12/2013–05/2021
Department of Personnel Management, Work– and Organizational Psychology, Ghent University, Belgium.

Junior Researcher 09/2012–03/2013
Department of Work and Organisational Psychology, Maastricht University, the Netherlands.

Research Assistant 03/2011–08/2011
Maastricht University, the Netherlands.

INDUSTRY EXPERIENCE

Consultant Talent Assessment 06/2021–12/2021
Motmans & Partners, Hasselt, Belgium.

FELLOWSHIPS

Lim Kim San Fellowship in Leadership, Lee Kong Chian School of Business, Singapore Management University, Singapore. 03/2021

INTERNSHIPS

Project Researcher, Student Services Centre, Maastricht University, the Netherlands. 03/2013–06/2013

Junior Researcher, Maastricht University, the Netherlands. 01/2012–06/2012

EDUCATION

PhD Dissertation: *A Closer Look at Contextualization in Situational Judgment Tests*, Department of Personnel Management, Work– and Organizational Psychology, Ghent University, Belgium. 07/2021

Advisor: Prof. Dr. Filip Lievens

Doctoral guidance committee members: Prof. Dr. Jonas Lang, Prof. Dr. Wouter Duyck, Prof. Dr. Bram De Wever, Prof. Dr. Wilfried De Corte, Prof. Dr. J. Peter Leeds

MSc. Work– and Organizational Psychology (cum laude), Maastricht University, the Netherlands. 06/2012

BSc. Cognitive Psychology (cum laude), Maastricht University, the Netherlands. 06/2011

RESEARCH INTERESTS

I have a special interest in researching assessment methods and procedures that can identify, select, and retain high potentials of various backgrounds in organizations, ensuring both fairness and validity. Next to this, I am also interested in studying the effects of cognitive and affective processes on assessment performance using innovative research methods.

REWARDS AND HONORS

Joyce and Robert Hogan Award for Personality and Work Performance awarded by the Society for Industrial and Organizational Psychology (SIOP, 2020).

Top 3% student Bachelor of Science in Psychology awarded by Maastricht University, the Netherlands (2011).

TEACHING EXPERIENCE

Teaching Assistant, Ghent University, Belgium.

Postgraduate level

Master Thesis guidance 2013–2020

Internship guidance 2013–2016

Work Psychology II 2013–2014

Undergraduate level

Academic Skills 2018–2020

Human Resource Management 2018–2020

Assessment Theory 2017–2018

Psychodiagnostics I 2015–2017

Psychodiagnostics II 2014–2017

PUBLICATIONS

1. Lievens, F., Corstjens, J., & Herde, C. (2023). Multiple, speeded assessments: Initial evidence on subgroup differences and applicant perceptions. *International Journal of Selection and Assessment*. Advance online publication. <https://doi.org/10.1111/ijsa.12419> (2021 Impact Factor: 2.41)
 2. Lang, J.W.B., & Corstjens, J. (2022). Key episodes in the history of testing in Central Western Europe. In S. Laher (Ed.), *International histories of psychological assessment* (pp. 111-133). Cambridge University Press. <https://doi.org/10.1017/9781108755078.008>
 3. Corstjens, J. (2021). *A closer look at contextualization in situational judgment tests* [Doctoral Dissertation]. Faculty of Psychology and Educational Sciences, Ghent, Belgium. <https://hdl.handle.net/1854/LU-8717957>
 4. Lievens, F., & Corstjens, J. (2018). New approaches to selection system design in healthcare: The practical and theoretical relevance of a modular approach. In: F. Patterson & L. Zibarras (Eds.), *Selection and recruitment in the healthcare professions: Research, theory, and practice* (pp. 167-191). Palgrave MacMillan. https://doi.org/10.1007/978-3-319-94971-0_7
 5. Lievens, F., Lang, J. W. B., De Fruyt, F., Corstjens, J., Van de Vijver, M., & Bledow, R. (2018). The predictive power of people's intraindividual variability across situations: Implementing whole trait theory in assessment. *Journal of Applied Psychology, 103*, 753-771.* <https://doi.org/10.1037/apl0000280> (2021 Impact Factor: 11.80)
- *Winner 2020 Joyce and Robert Hogan Award for Personality and Work Performance awarded by the Society for Industrial and Organizational Psychology (SIOP).
6. Corstjens, J., Lievens, F., & Krumm, S. (2017). Situational judgement tests for selection. In H. W. Goldstein, E. D. Pulakos, J. Passmore, & C. Semedo (Eds.), *The Wiley Blackwell handbook of the psychology of recruitment, selection, and employee retention* (pp. 226-246). Wiley-Blackwell. <https://doi.org/10.1002/9781118972472.ch11>
 7. Lievens, F., Patterson, F., Corstjens, J., Martin, S., & Nicholson, S. (2016). Widening access in selection using situational judgment tests: Evidence from UKCAT. *Medical Education, 50*, 624-636. <https://doi.org/10.1111/medu.13060> (2021 Impact Factor: 7.65)
 8. Lievens, F., Corstjens, J., Sorrel, M. A., Abad, F. J., Olea, J., Ponsoda, V. (2015). The cross-cultural transportability of situational judgment tests: How does a US-based integrity situational judgment test fare in Spain? *International Journal of Selection and Assessment, 23*, 361-372. <https://doi.org/10.1111/ijsa.12120> (2021 Impact Factor: 2.41)

- Papachristou, H., Nederkoorn, C., Corstjens, J., & Jansen, A. (2012). The role of impulsivity and perceived availability on cue-elicited craving for alcohol in social drinkers. *Psychopharmacology*, 224, 145-153. <https://doi.org/10.1007/s00213-012-2747-4> (2021 Impact Factor: 4.42)

PRESENTATIONS

- Corstjens, J., Lievens, F., Lang, J. W. B., van Iddekinge, C. H., & Patterson, F. (2023, April). What is the context? Effects of context familiarity on ethnic subgroup differences. In M.P. Martin-Raugh, & H.J. Kell (Co-Chairs), How much more than expertise? Expanding the nomological network of SJTs. *Symposium conducted at the 38th Annual Conference of the Society for Industrial and Organizational Psychology*, Boston, MA.
- Corstjens, J., & Lievens, F. (2018, April). A closer look at context vs. action in SJT responding: An eye-tracking analysis. In A.M. Harris, & M.G. Hughes (Co-Chairs), Of situations and responses: Unpacking the elements of situational judgement tests. *Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Corstjens, J., & Lievens, F. (2015, April). Personality score variability across situations on SJTs: Inconsistency or flexibility? In M. Reeder (Chair), Situational judgment test design and measurement informed by psychological theory. *Symposium conducted at the 30th Annual Conference of the Society for Industrial and Organizational Psychology*, Philadelphia, PA.
- Corstjens, J., Lievens, F., & Patterson, F. (2015, April). Subgroup differences in SJT scores: Does SES play a role? *Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology*, Philadelphia, PA.
- Corstjens, J., Lievens, F., & Patterson, F. (2014, November). Situational judgement tests in medical admission: Are there differences between socioeconomic groups? *Poster presented at the first meeting of the International Network for Researchers in Selection into Healthcare*, London, UK.
- Corstjens, J., Lievens, F., & De Fruyt, F. (2014, August). Can we measure personality traits in an interactionist fashion? *Paper presented at the third small group meeting of the European Network of Selection Researchers*, Ghent, Belgium.

PROFESSIONAL MEMBERSHIPS

Society for Industrial and Organizational Psychology (SIOP)

REVIEWING EXPERIENCE

International Journal of Selection and Assessment
Journal of Personnel Psychology
Journal of Social and Personal Relationships
Journal of Neuroscience, Psychology, and Economics

